



Workforce Update

Latest information on hospitals' attraction and retention of talent:

October 7, 2004

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1. Efforts to Increase Health Care Educators Continue

Legislation introduced this month would create a refundable tax credit for nurses who teach nursing at postsecondary educational institutions. Senate Bill 268, sponsored by Teresa Fedor (D-Toledo), is just one effort underway to increase the number of health care faculty in Ohio and ease the shortage of nurses and other key positions

In addition to legislative remedies, Ohio's hospitals and schools continue to work to bolster programs for key health care workers. Many hospitals support staff members interested in teaching, loaning qualified employees to local universities. Ohio hospitals offer financial support, funding faculty salaries to allow schools to hire additional staff.

With a shortage of nurses and other key health care workers in the state, students, and those interested in changing careers, are being encouraged to consider a health care career. But with current faculty constraints, many programs are unable to expand fast enough to meet the growing demand. The Ohio Board of Nursing surveyed schools of nursing and found 24 faculty members left their positions at the end of the academic year in June 2003 and 151 additional faculty members are expected to retire within five years. Hospitals, schools, the legislature and other key groups all play roles in easing the shortage of health care faculty and ultimately filling the openings for nurses and others in Ohio' hospitals.

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2. Columbus Calls to Health Care Workers

A new campaign to attract health care workers to Columbus launched to a standing-room-only crowd at Columbus Children's Hospital. The CEOs of four Franklin County hospitals systems— Children's Hospital, Mount Carmel, OhioHealth, and the Ohio State University Medical Center—sat on a panel to roll out the effort, along with Mayor Michael Coleman, County Commissioner Arlene Shoemaker, Rick Vincent, president of the Osteopathic Heritage Foundation, and Ty Marsh, president of the Greater Columbus Chamber of Commerce.

The 16-month campaign will include advertising in health care trade publications, on Web sites and in specialized journals.

Initially aimed at drawing nurses to central Ohio, the campaign resulted from a collaboration between the four nationally ranked and recognized Columbus hospital systems. This hospital partnership, the Columbus Healthcare Workforce Center, began in 2001 with the goal of studying the workforce pipeline and developing community-based solutions to key problems. For more information visit www.columbushealthcare.com.

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3. OHA Solutions Offers New Staffing Program

OHA Solutions, an OHA resource created to address hospitals' distinct needs, has developed a statewide program to assist Ohio hospitals with managing temporary staffing agencies. The management and supplemental staffing program will help address hospitals' workforce needs by ensuring the quality of nursing, radiology and imaging staff often hired through temporary staffing agencies, and offering potential savings on standardized dollar-per-hour rates.

Managing temporary staff is an escalating problem for many hospitals since according to a 2002 Staffing Industry Analyst Inc. report, there are now over 9,000 supplemental staffing agencies in the country. Regardless of the number of temporary staff being used in hospitals, this statewide program will maximize hospitals' purchasing power and save time and money through a short- and long-term solution that allows hospital staff to stay in control. The program will have:

- ↳ Free participation to OHA members;
- ↳ Standardized hourly rates;
- ↳ Audits to ensure the quality of staff; and
- ↳ A Web-based tool to provide facility-controlled agency management and access to qualified staff and to allow hospitals to report and track use and standardize electronic invoicing.

OHA Solutions staff recently contacted hospitals to provide further details. For more information go to <http://www.ohasolutions.com> or contact Nancy Melcher-Webb at <mailto:nwebb@ohanet.org> or 614.221.7614.

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4. Hospitals Lead the Way

Ohio's hospitals continue to serve their communities as model employers committed to the quality of services they provide.

Working Mother Magazine recently named **TriHealth**, Cincinnati, as one of the nation's 100 Best Companies for Working Mothers in 2004. The list honors organizations that foster health and wellbeing for working parents.

Setting a high standard, the following hospitals were named among the 99 Best Places to Work in Northeast Ohio by NorthCoast 99: **EMH Regional Healthcare System**, Elyria; **Euclid Hospital**; **Lake Hospital System**, Painesville; **Parma Community General Hospital**; **Akron General Medical Center**; **Lutheran Hospital**, Cleveland; **Robinson Memorial Hospital**, Ravenna; **South Pointe Hospital**, Warrensville; **Southwest General Health Center**, Middleburg Heights; **The Center for Health Affairs**, Cleveland; **The MetroHealth System**, Cleveland; **University Hospitals Health System**, Cleveland; **Ashtabula County Medical Center**; **Barberton Citizens Hospital**; **Fairview Hospital**, Cleveland; **Hillcrest Hospital**, Mayfield Heights; **Lakewood Hospital**; **Marymount Hospital**, Garfield Heights; **Summa Health System**, Akron; and **The Cleveland Clinic Foundation**.

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5. Applicants Sought for Health Care Training Grants

The Department of Labor is offering \$10 million in demonstration grants to address labor shortages, and other workforce challenges in the health care and biotechnology fields. Applicants in health care are encouraged to submit projects that address shortages of qualified faculty to teach nursing and other health care-related skills in community colleges, focus on new and untapped labor pools, or competency models and career ladders for specialty nursing and allied health fields. Ten to 12 grants of \$750,000 to \$1 million will be awarded to projects involving strategic partnerships between the public workforce system, employers and education providers. Eligible applicants include private non-profit, and public and private for profit organizations. Applications are due by Nov 2. For more information see www.doleta.gov/BRG/JobTrainInitiative/RecentNews.cfm.

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6. Campaign Targets Need for Nursing Faculty

The Nurses for a Healthier Tomorrow (NHT) campaign recently launched an outreach effort to increase the number of nurse educators available to teach in nursing schools and clinical settings throughout the country. With many organizations working to promote nursing and the demand for a nursing education on the rise, nursing colleges and universities are struggling to expand their capacity. They are also preparing for the increase in faculty retirements expected over the next decade. Ohio schools of nursing are particularly concerned with the Ohio's supply of nursing faculty and will be collaborating with nursing and employer groups, including OHA, this fall to design further strategies to get more faculty into schools across the state.

The NHT campaign includes color advertising, a career profile of a nurse educator, ready-to-run articles, a grassroots element and an outreach focus aimed at nursing journals and the mass media. For more information on supporting the campaign, and to view a press release, the advertising and other campaign materials, visit http://www.nursesource.org/campaign_news.html.

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7. Literature Does not Support Staffing Ratios

According to an article in the July/August issue of the *Journal of Nursing Administration*, a review of literature shows that total nursing hours and skill staffing can be associated with lower failure-to-rescue rates, lower inpatient mortality rates and shorter hospital stays. It offers no support for establishing specific, minimum nurse-patient ratios for acute care hospitals, especially in the absence of adjustments for skill and patient mix. The abstract is available online at <http://www.jonajournal.com/pt/re/jona/abstract.00005110-200407000-00005.htm;jsessionid=BSst23AjHxvxq47vZubxc4xLHSRTTrL1xLjjzEUbqKcPMGfjCqdN1!-124287368!-949856031!9001!-1> <<http://www.jonajournal.com/pt/re/jona/abstract>>

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8. Health Care Workforce Development Valued

Economic developers in Cuyahoga County should focus on the health care industry when investing in workforce development, according to a report released at the Cleveland Workforce Summit. The report, *Inroads: Strategies for Economic Growth*, was developed by the Ohio Department of Job and Family Services Bureau of Labor Market Information to address the challenges of renovating workforce development practices to create and sustain businesses in the Cleveland area.

The report showed the health care industry, in Ohio and Cleveland area, has been “remarkably resilient” in the face of economic recession and continued to grow through the 2001 recession. The report also cited high relative wage rates for health care professionals, the health care industry’s contribution to local economic development, and high wage rate increase for registered nurses and licensed practical nurses as reasons to invest in health care workforce development practices.

According to the report, the health care industry actually benefits the local economy, with total wages for hospital employees in Cuyahoga County increasing 12.8 percent from 2000 to 2002. The report, prepared by BLMI, is now available at <http://lmi.state.oh.us/Research/Research.htm> and the July 2004 Ohio Leading Indicators publication is now available at: <http://lmi.state.oh.us/PROJ/LeadingIndicator.htm>.

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9. AONE Co-Sponsors Capitol Hill Event

In conjunction with 50 professional nursing organizations that are part of Americans for Nursing Shortage Relief (ANSR), the American Organization of Nurse Executives (AONE) co-sponsored a Capitol Hill event highlighting faculty shortages. “The Other Side of the Nursing Shortage: The Faculty Crisis” featured an expert panel presentation designed to educate Congressional staff and others on the critical shortage of nursing faculty and its impact on the nursing pipeline. The meeting was held in cooperation with Senator Barbara Mikulski (D-MD), and Dr. Janet Allen, dean of the University of Maryland School of Nursing, moderated the panel. AONE is actively working with ANSR in partnership with the greater nursing community to increase appropriations for Title VIII nursing education programs. While the growing federal budget deficit and competing priorities are certain to impact the nursing community’s request for an increase to \$205 million for FY 2005, AONE continues to strongly advocate for this increase because of the critical needs of the profession.

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10. Job of the Month

A Registered Nurse (RN) combines clinical skills with the art of caring for ill persons. The RN delivers cost-effective quality patient care utilizing case management principles, the nursing process and knowledge from various healthcare disciplines. He/she provides care to adults, geriatrics, adolescents, pediatrics and newborns.

The typical duties include identifying health problems, teaching and counseling people, providing care to help them regain health or stay healthy. Documentation of progress of care, developing discharge goals with patient and families, establishes effective patient relationships with families, patients and other healthcare team members. He/she assists in education of patients and of other professionals, monitors the patient status and progress, assists in rehabilitations, and administers medication.

The RN must earn either an associate's degree in nursing or an associate of applied science, a diploma from hospital-based school of nursing, a bachelor of science in nursing. Master's and doctorate degrees are also available. The RN must be licensed by the state through successful completion of a state exam.

The average starting salary is \$44,304 per year with an excellent employment outlook. This information is from a booklet designed by the Akron Regional Hospital Association and offers an overview and examples of the many types of jobs available in the field of health care. It describes careers for those interested in working closely with patients and others, and for those drawn to technology or advanced support services. To see the booklet visit OHA Workforce Forum at www.ohanet.org/workforce/toolkit.htm.

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OHA Workforce Update

**is a service of the Ohio Hospital Association
155 E. Broad St., FL 15, Columbus, OH 43215-3620
614-221-7614, 614-221-4771 (fax)
For more information contact
Susan Zabo susanz@ohanet.org
Or
Jean Scholz jeans@ohanet.org**

Visit us on the Web at: <http://www.ohanet.org/workforce/>