

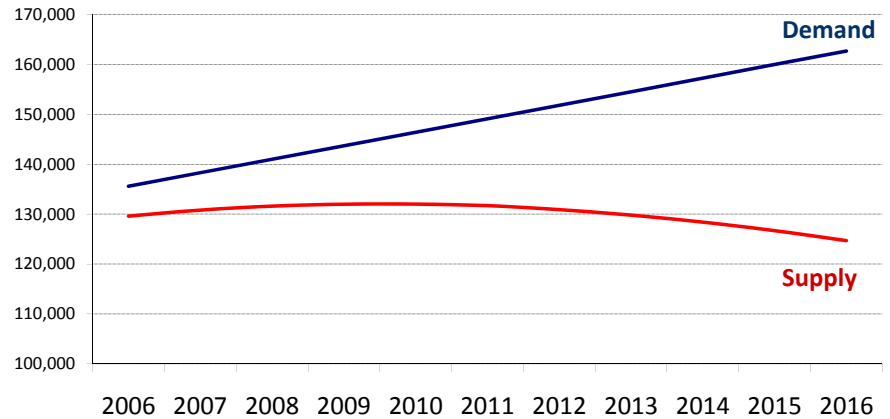
# Facts About Pennsylvania's Registered Nurse Workforce

**Pennsylvania hospitals employ 61 percent of the state's registered nurses, approximately 73,000 RNs statewide.<sup>1</sup>**

- Registered nurses represent 27 percent of Pennsylvania's hospital workforce.<sup>2</sup>
- Pennsylvania will face a nursing shortage—Pennsylvania's analysis of state data indicates that by 2016 the shortage of RNs will likely be as large as 38,000.<sup>3</sup>

## Pennsylvania RN Supply & Demand

In 2006, the supply of RNs was 129,600 while the demand was nearly 136,000 (4% shortage). By 2016, the shortage will grow to 23% or 38,000 RNs.



Source: PA Center for Workforce Information and Analysis, RN Supply/Demand Model, 2006-2016, Feb 2009

### Addressing Nursing Supply

Pennsylvania hospitals have worked to sustain the nursing workforce through numerous federal, state, and local initiatives and partnerships. These efforts have resulted in:

- More than \$73 million in grants being disbursed to 127 Pennsylvania schools of nursing during the last seven years, equaling an estimated 38,000 scholarships.
- HAP works with the **Pennsylvania Center for Health Careers**, a critical partner, which was created under the Pennsylvania Workforce Investment Board in 2004, to address Pennsylvania's significant need for health care workers. The Center serves as a catalyst to develop action-oriented strategies to address Pennsylvania's short- and long-term health care workforce challenges, including:
  - Increasing the capacity of Pennsylvania's nursing education system
  - Retaining health care workers in health care professions
  - Responding to the demand for critical allied health professions
  - Addressing the needs of direct care workers
- Since the Center's creation, significant progress has been made:
  - Over the last several years, 92 grants have been awarded to 56 institutions in the amount of \$6.3 million. These grants include adjunct faculty coordinators, loaned faculty, sim lab coordinators, innovative initiatives, and equipment grants.
  - In addition, there also have been 52 continuation grants awarded to 35 institutions in the amount of \$2.4 million to support those original projects except for equipment.

## Facts About Pennsylvania's Registered Nurse Workforce

- Since 2003, the number of nursing schools in Pennsylvania has increased, reversing a ten-year decline. **Investments in nursing have paid off.** The total number of students enrolled in RN programs increased by 124 percent between 2000 and 2008.<sup>4</sup>
- There also has been growth in graduate nursing school enrollment in the past three years, which has seen an increase of 700 students.

### Commitment to The Future

**Building strong partnerships and collaborating to develop successful strategies to address Pennsylvania's workforce shortages has helped to strengthen Pennsylvania's health care system. Maintaining this momentum is crucial for meeting the health care needs of Pennsylvanians.**



### What Needs to Be Done

- Secure passage of Senate Bill 174, which permanently establishes The Pennsylvania Center for Health Careers within the Department of Labor and Industry.
- Secure funds for nursing and allied health workers' education capacity and faculty.
- Oppose legislation or regulation that exacerbates workforce shortages, prevents health care workers from practicing at their fullest potential, or imposes administrative burdens; this includes:
  - Opposing patient-nurse staffing legislation.
  - Oppose Employee Free Choice Act legislation, known as the "card check bill."
- Support funding, grants, and expansion of workforce development programs.

<sup>1</sup>PA Department of Health, SHIP Special Report, "Characteristics of Registered Nurse Population in PA," Aug. 2008

<sup>2</sup>PA Department of Health, Hospital & ASC Standard Output Report, 2007-08, Full-and Part-Time Employment

<sup>3</sup>PA Center for Workforce Information and Analysis, Registered Nurse Supply/Demand Model, 2006-2016

<sup>4</sup>PA Department of Health, SHIP Report, "Nursing Education Programs," Volume 7, Nov. 2009, pp. 7, 22