Georgia Healthcare Workforce Commission Open Forum

October 18, 2022

Georgia Healthcare Workforce Commission

Open Forum #1

Agenda

1 **Opening Remarks**

2 **Forum Presentations:**

- Georgia Independent College Association
- Georgia Health Care Association
- South Georgia Medical Center
- Phoebe Putney Memorial Hospital
- Georgia Center for Nursing Excellence/Georgia Nurses Association
- Georgia Board of Nursing
- Georgia EMS Association

3 **Closing Remarks**

Commission's Inbox: HCWF.Commission@dch.ga.gov

Georgia Healthcare Workforce Commission Open Forum

Presenting Organization:

Georgia Independent College Association

Jenna Colvin

President

Georgia Healthcare Workforce Commission

Jenna Colvin, President

October 17, 2022

About our 24 Institutions

Private Colleges Public Good

The Georgia Independent College Association is made up of 24 private, independent, not-for-profit colleges and universities. Through partnerships with institutions, businesses, and community leaders, GICA supports private higher education in the areas of public policy, research, fundraising for student financial aid, and collaborative programs.

69,918
students

49,750
undergraduates

20,168
graduate students

22,715
employees across Georgia

$3.9B
in salaries and wages

GICA PRIVATE NONPROFIT COLLEGES AND UNIVERSITIES VARY IN TYPE AND MISSION:

BACCALAUREATE INSTITUTIONS

MASTERS COLLEGES

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES AND MINORITY-SERVING INSTITUTIONS

TITLE III STRENGTHENING INSTITUTIONS PROGRAM

FAITH RELATED

HEALTH AND MEDICINE

RESEARCH UNIVERSITIES

SINGLE-GENDER EDUCATION

TOP RANKINGS:

SPELMAN COLLEGE – #1 HBCU

AGNES SCOTT – #1 MOST INNOVATIVE LIBERAL ARTS COLLEGE

CLARK ATLANTA UNIVERSITY – THE LARGEST UNCF COLLEGE IN THE COUNTRY

EMORY – HIGHEST RANKED *NATIONAL UNIVERSITY* IN GEORGIA

BERRY COLLEGE – HIGHEST RANKED *REGIONAL UNIVERSITIES (SOUTH)* IN GEORGIA

About Our Students

GICA students SUCCEED by graduating on time with high demand degrees and critical thinking skills to solve today's complex problems

62%

of degrees earned by GICA students were in high demand fields

49%

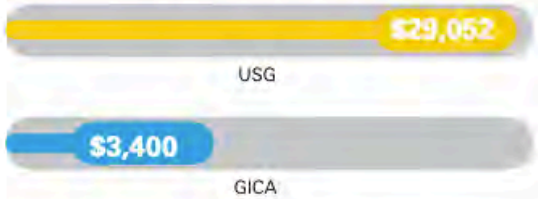
of GICA undergraduates identify as Black, Latinx, AAPI, indigenous or persons of color

GRADUATION RATE

4-YEAR		6-YEAR	
49% GICA	31% USG	59% GICA	54% USG

Per student allocation of General Funds in FY22 state budget over 4 years

TAXPAYER COST



Keeping College Accessible

Keeping college accessible for students and their families is a priority for the 24 GICA institutions. GICA institutions provided $730.3 million in institutional aid to students, and GICA awarded $597,000 in scholarship funding in 2021. With almost 40% of the first time, full-time students attending GICA institutions being eligible for the federal Pell grant, federal and state aid programs for students are a critical component for keeping college accessible for all Georgians.

"Thank you for providing me the opportunity to help build my future. I have been attending Andrew College where I study Business Administration. Obtaining this scholarship has helped me immensely to be able to manage my time as a student-athlete with multiple jobs. This in turn has helped shape my personality and contributed to the growth of my resume."

—Burke Rawlinson '23

$730.3 M
amount of institutional grant aid awarded

$20,635
average institutional aid per first-time, full-time student

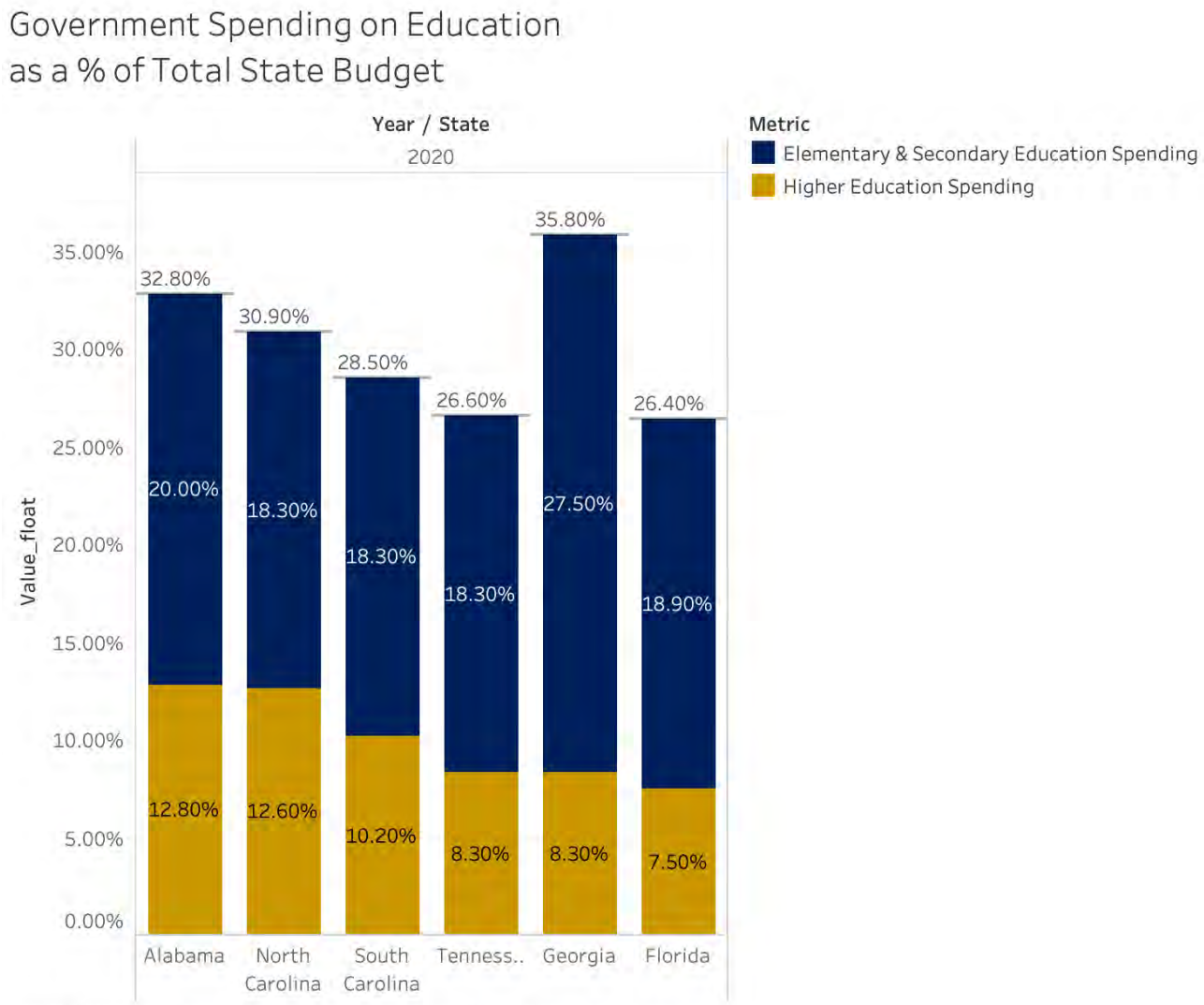
$597,000
in scholarship aid provided by GICA to students attending GICA colleges

40%
of first time/full time undergraduates are eligible for the Pell Grant

$90.7M
appropriated by Georgia General Assembly for Georgia students at private colleges and universities

Future Students

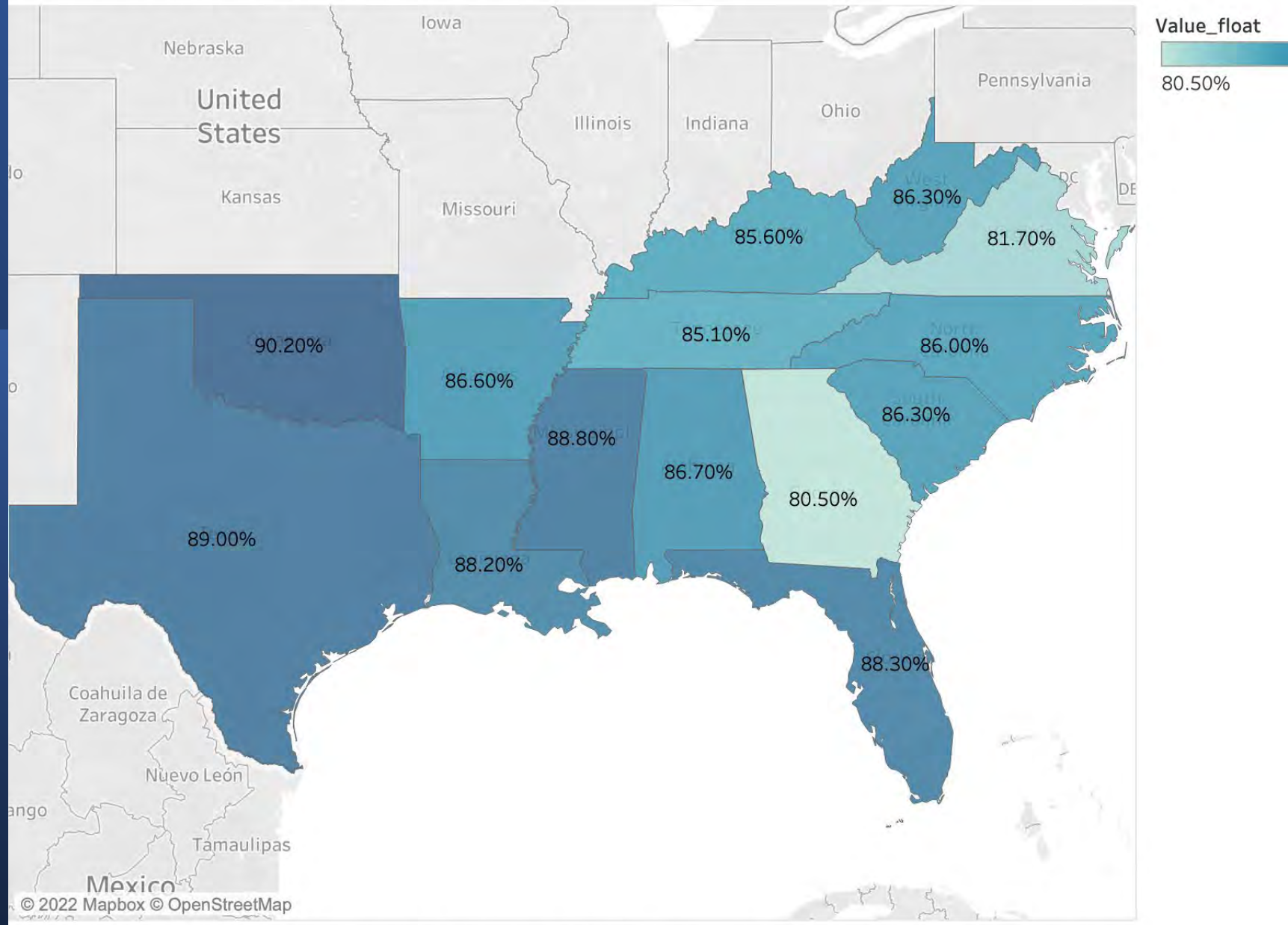
Data Source: 2021 SREB Fact Book on Higher Education



Sum of Value_float for each State broken down by Year. Color shows details about Metric. The marks are labeled by sum of Value_float. The view is filtered on Metric and State. The Metric filter keeps Elementary & Secondary Education Spending and Higher Education Spending. The State filter keeps 6 of 16 members.

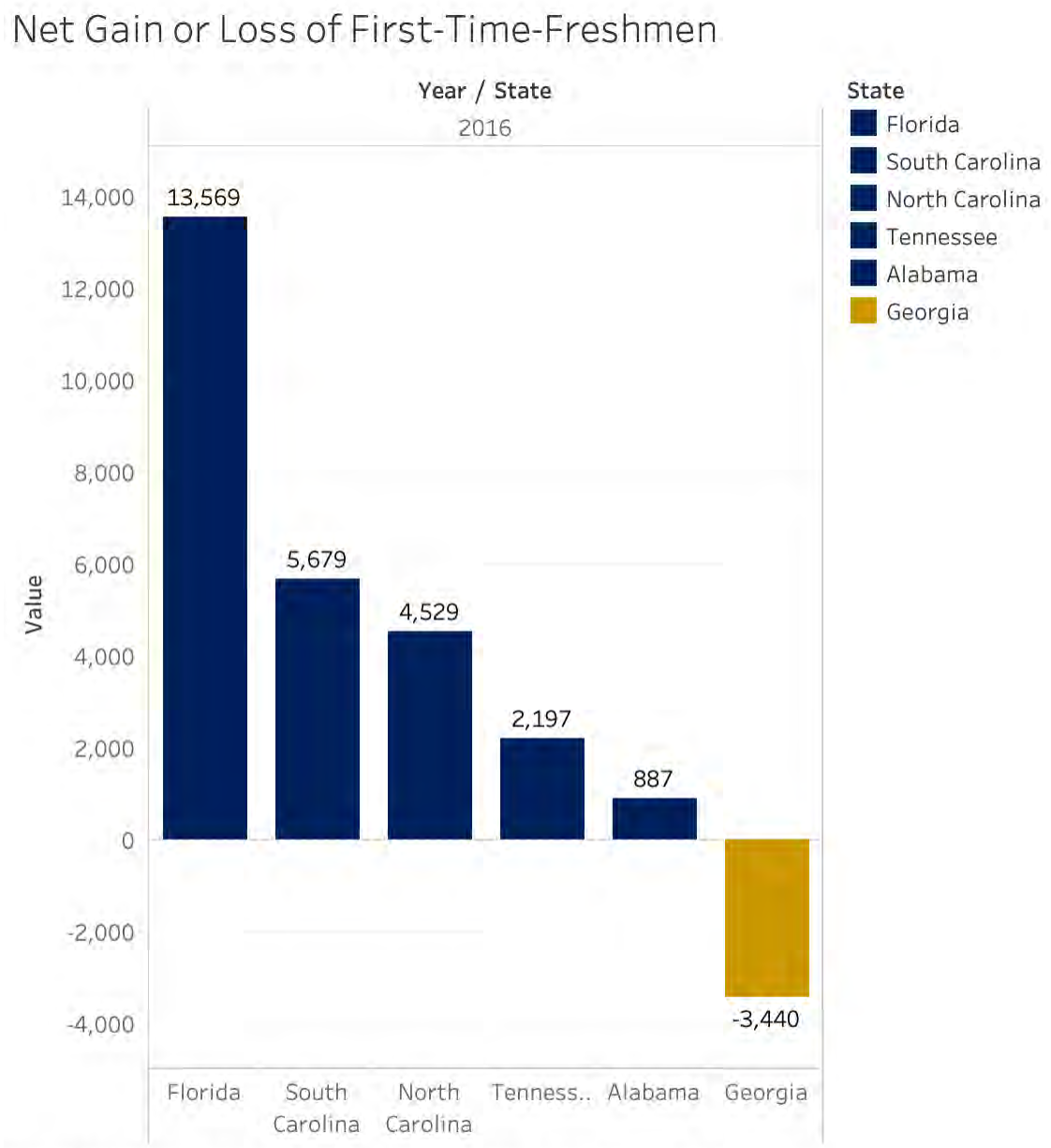
Data source: 2021 SREB Factbook on Higher Education

Home-State College Attendance



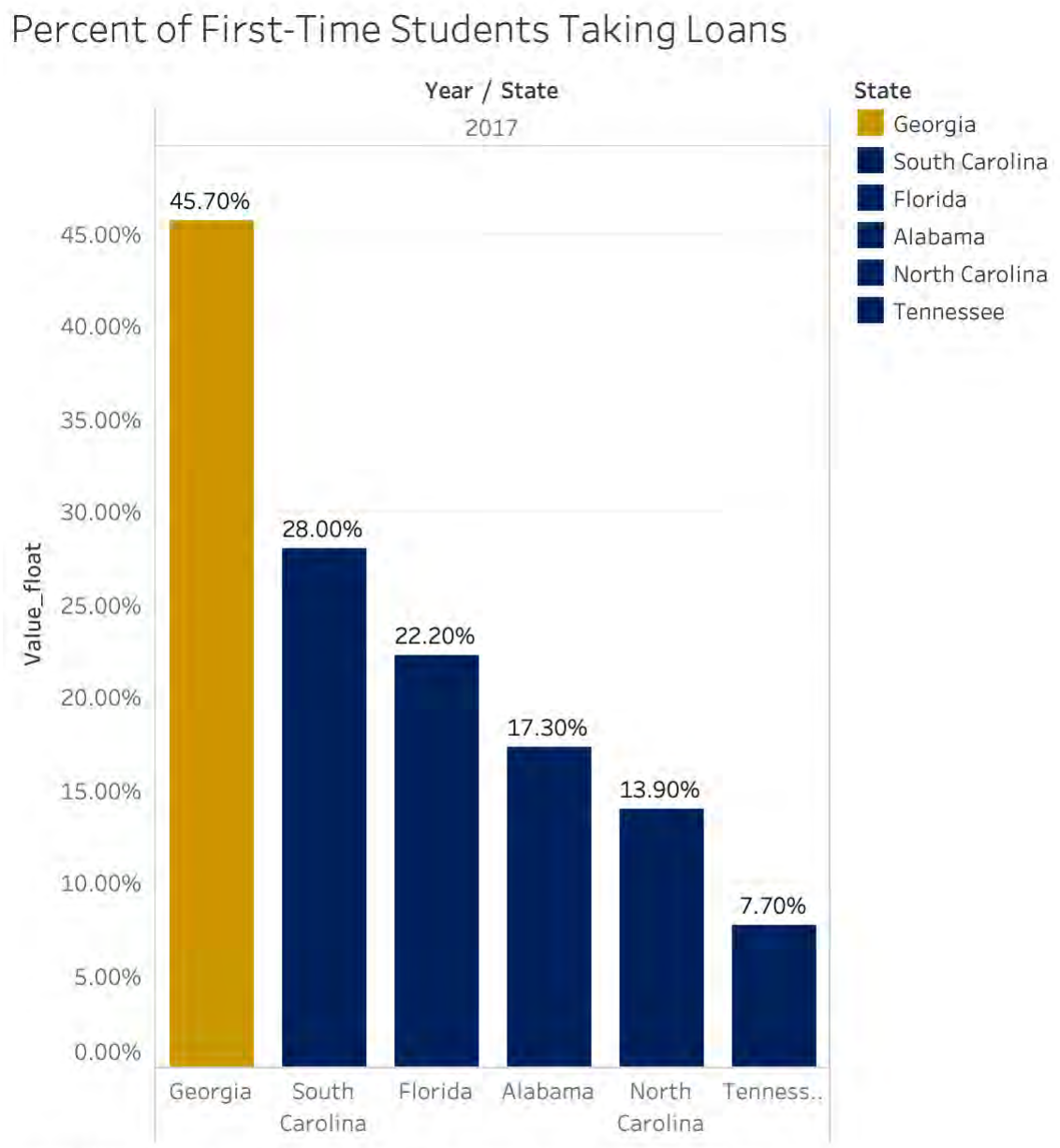
Map based on Longitude (generated) and Latitude (generated). Color shows sum of Value_float. The marks are labeled by sum of Value_float. Details are shown for State. The data is filtered on Metric and Year. The Metric filter keeps Percent Attending in Home State. The Year filter keeps 2016. The view is filtered on State, which excludes Delaware and Maryland.

Data Source: 2021 SREB Fact Book on Higher Education

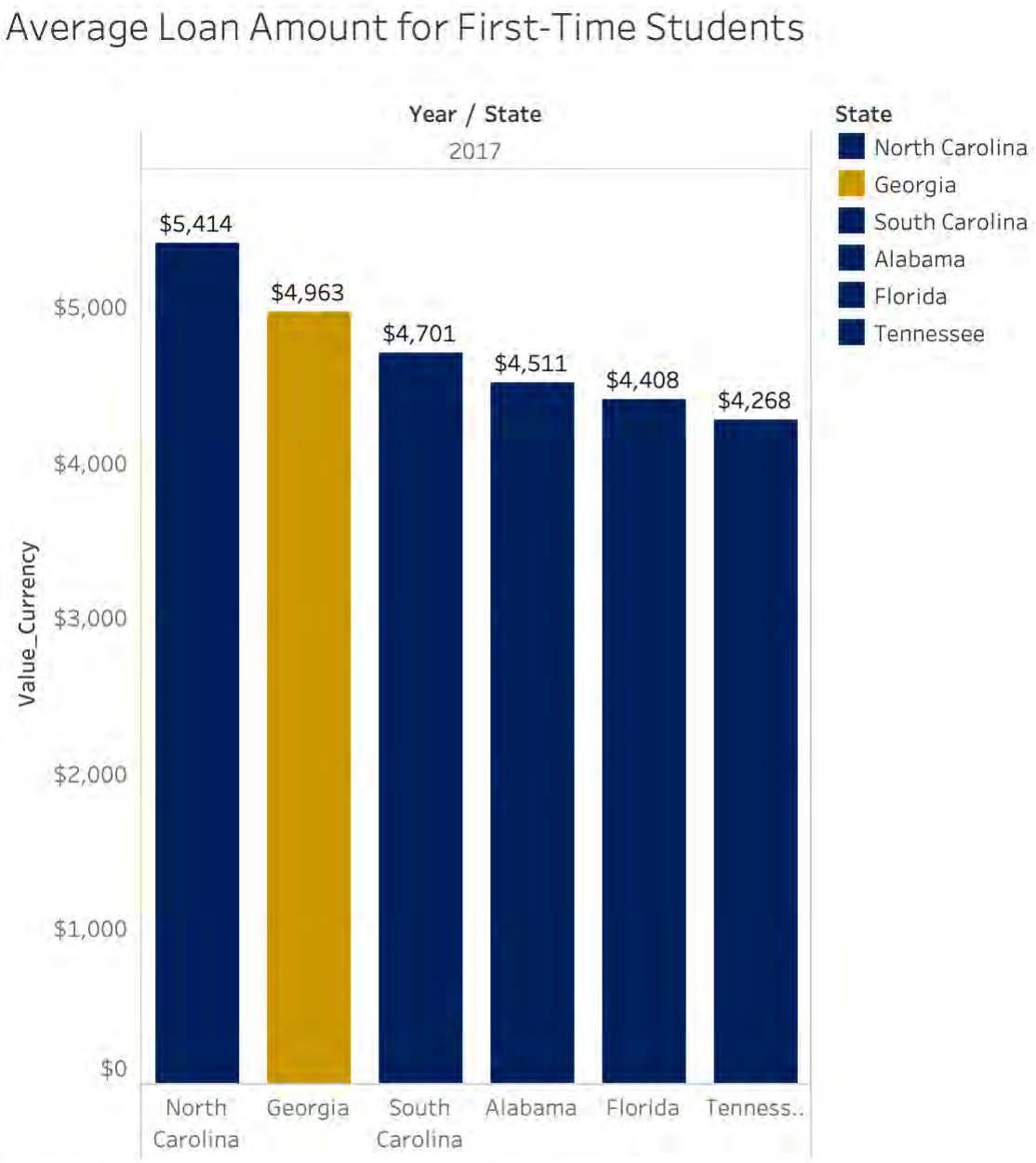


Sum of Value for each State broken down by Year. Color shows details about State. The marks are labeled by sum of Value. The data is filtered on Metric, which keeps Net Gain or Loss of FTF. The view is filtered on State and Year. The State filter keeps 6 of 16 members. The Year filter keeps 2016.

Data Source: 2021 SREB Fact Book on Higher Education



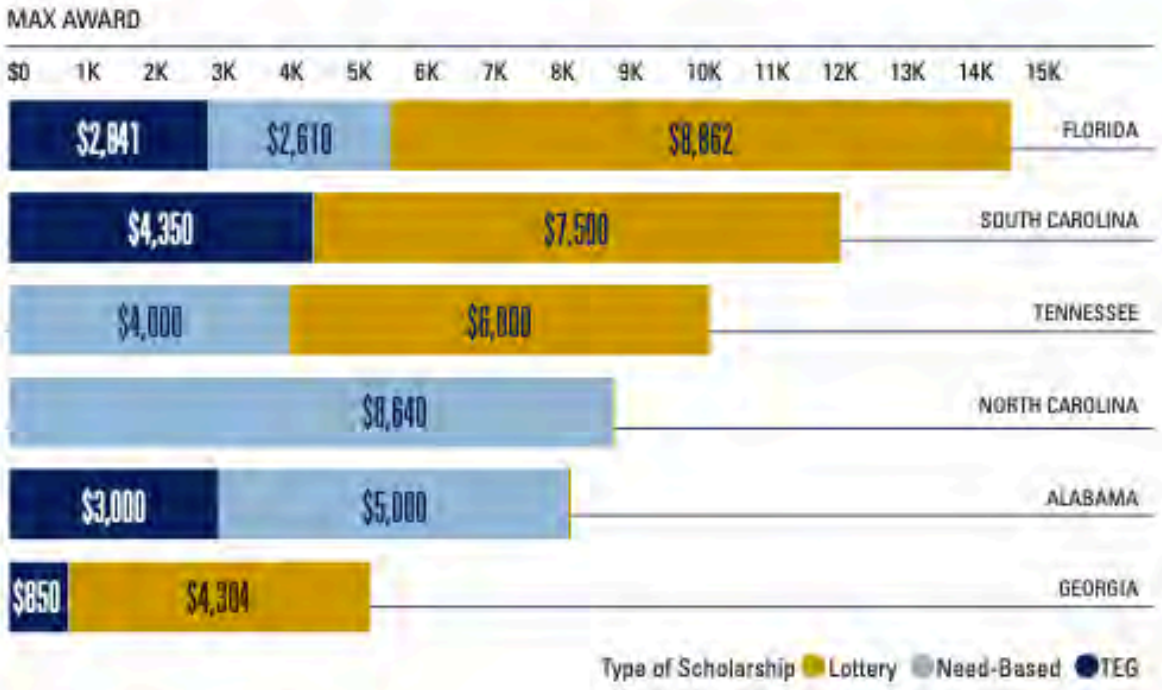
Data Source: 2021 SREB Fact Book on Higher Education



Sum of Value_Currency for each State broken down by Year. Color shows details about State. The marks are labeled by sum of Value_Currency. The data is filtered on Metric, which keeps Average Loan Amount. The view is filtered on State, which keeps 6 of 16 members.

State Aid Programs for Students Attendong Private Colleges

State Scholarships Available to Students Attending Private Colleges by Type



GICA surveyed our peer associations in nearby states and asked for TEG, lottery scholarship, and need-based aid scholarship amounts available to students attending private colleges in their states.

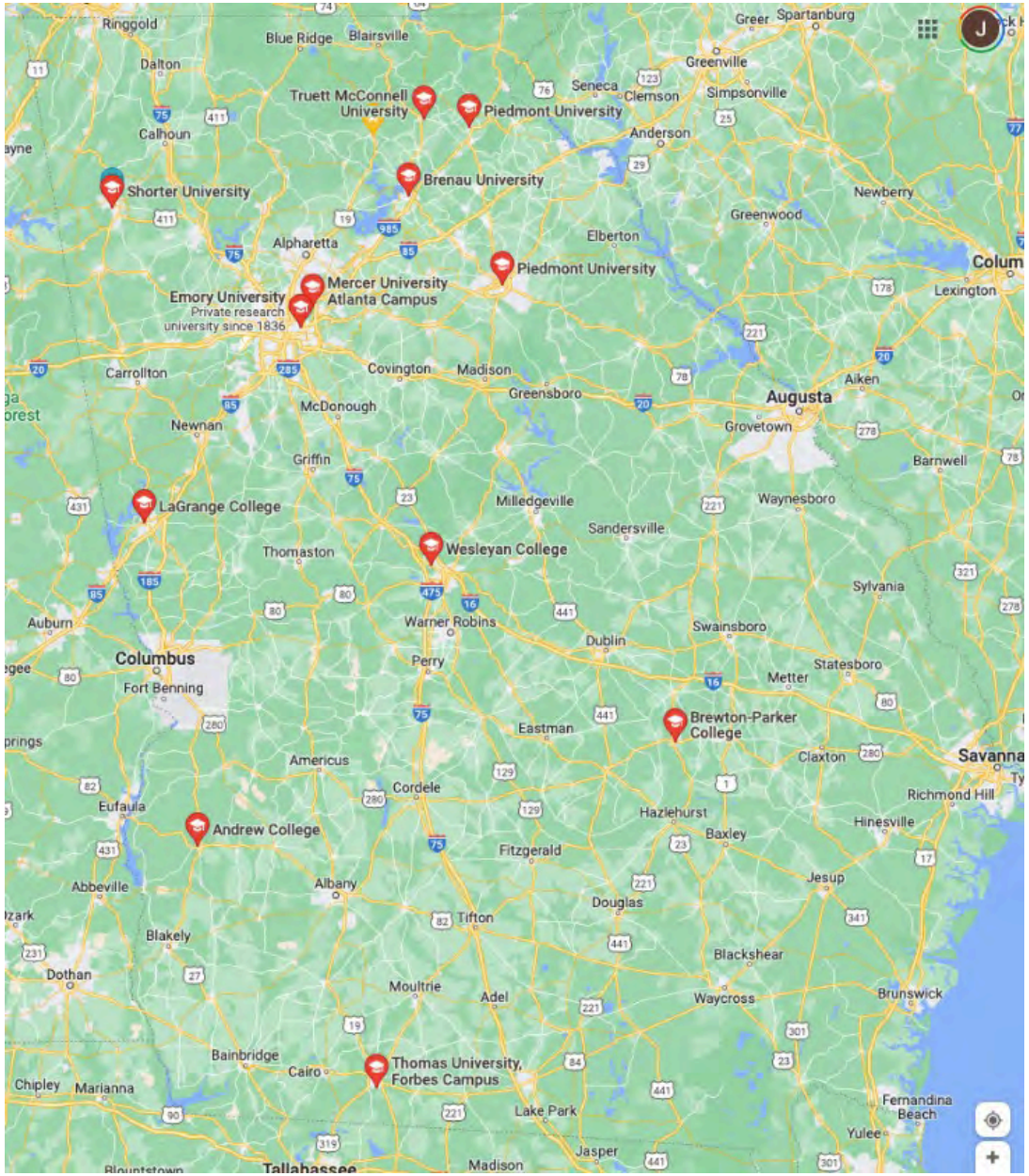
Georgia invests less than surrounding states in programs benefitting students attending private colleges.

Georgia’s Private Colleges Contributions to the Healthcare Workforce

GICA colleges offering nursing programs

- Andrew College
- Berry College
- Brenau University
- Brewton-Parker College
- Emory University
- LaGrange College
- Mercer University
- Piedmont University
- Shorter University
- Thomas University
- Toccoa Falls College
- Truett McConnell University
- Wesleyan College

13 GICA colleges offer nursing programs



Types of Degrees Offered

Nursing Degrees Offered at GICA Institutions by Level

	Associate's Degree	Bachelor's Degree	Certificates above the baccalaureate	Master's Degree	Doctoral Degree
Andrew College	✓				
Berry College		✓			
Brenau University		✓	✓	✓	
Emory University		✓	✓	✓	✓
LaGrange College		✓			
Mercer University		✓		✓	✓
Piedmont University		✓			
Reinhardt University		✓			
Shorter University		✓			
Thomas University		✓		✓	
Toccoa Falls College		✓			
Truett McConnell University		✓			
Wesleyan College		✓			

Program Growth

Nursing Degrees Offered at GICA Institutions by Level

Sector	2019	2020	2021	% Growth
Private not-for-profit, 4-year or above	**984**	**1174**	**1292**	**31%**
Associate's degree	27	29	14	-48%
Bachelor's degree	723	898	1039	44%
Certificates above the baccalaureate total	22	10	21	-5%
Master's degree	178	203	187	5%
Doctor's degree - professional practice	13	19	14	8%
Doctor's degree - research/scholarship	11	5	5	-55%
Doctor's degree - other	10	10	12	20%
Public, 2-year	**733**	**782**	**827**	**13%**
Certificates below the baccalaureate total		1	42	
Associate's degree	733	781	785	7%
Public, 4-year or above	**3560**	**3695**	**3761**	**6%**
Certificates below the baccalaureate total	1			-100%
Associate's degree	611	697	674	10%
Bachelor's degree	2271	2276	2338	3%
Certificates above the baccalaureate total	40	40	12	-70%
Master's degree	542	595	595	10%
Doctor's degree - professional practice	58	54	105	81%
Doctor's degree - research/scholarship	37	33	37	0%
Grand Total	**5277**	**5651**	**5880**	**11%**

Twenty institutions educate nearly half of all healthcare graduates in Georgia

Private Public ■ Certificates ■ Associate's ■ Bachelor's ■ Master's ■ Doctor's

Healthcare program completions[1] from 20 largest institutions in Georgia by award level #, 2020		Share of healthcare completions in GA
Emory University	1,212	5.7%
Augusta University	1,004	4.5%
Georgia Southern University	826	3.7%
Mercer University	772	3.0%
Central Georgia Technical College	730	2.8%
Chattahoochee Technical College	719	2.7%
Georgia State University	692	2.6%
Gwinnett Technical College	686	2.5%
University of Georgia	619	2.5%
Southern Crescent Technical College	599	2.3%
West Georgia Technical College	594	2.2%
Coastal Pines Technical College	575	2.2%
Wiregrass Georgia Technical College	574	2.1%
South University–Savannah[2]	561	2.1%
Georgia Northwestern Technical College	560	2.1%
Savannah Technical College	528	1.9%
Southern Regional Technical College	494	1.8%
Ogeechee Technical College	492	1.8%
Lanier Technical College	475	1.7%
Atlanta Technical College	448	1.6%

1. Includes all degree and certificate completions for health professions and related programs (CIP 51)
2. Includes: South University- Savannah (139579) and South University- Savannah Online (475121). Completions for this institution were adjusted to only include on-ground completions as well as online completions from in-market students. According to Gray Associates, there were a total of 1858 completions in 2020. On-ground completions accounted for 301 grads. Online programs accounted for 1557 completions (17% from in-market students, for a total of 260 completions)

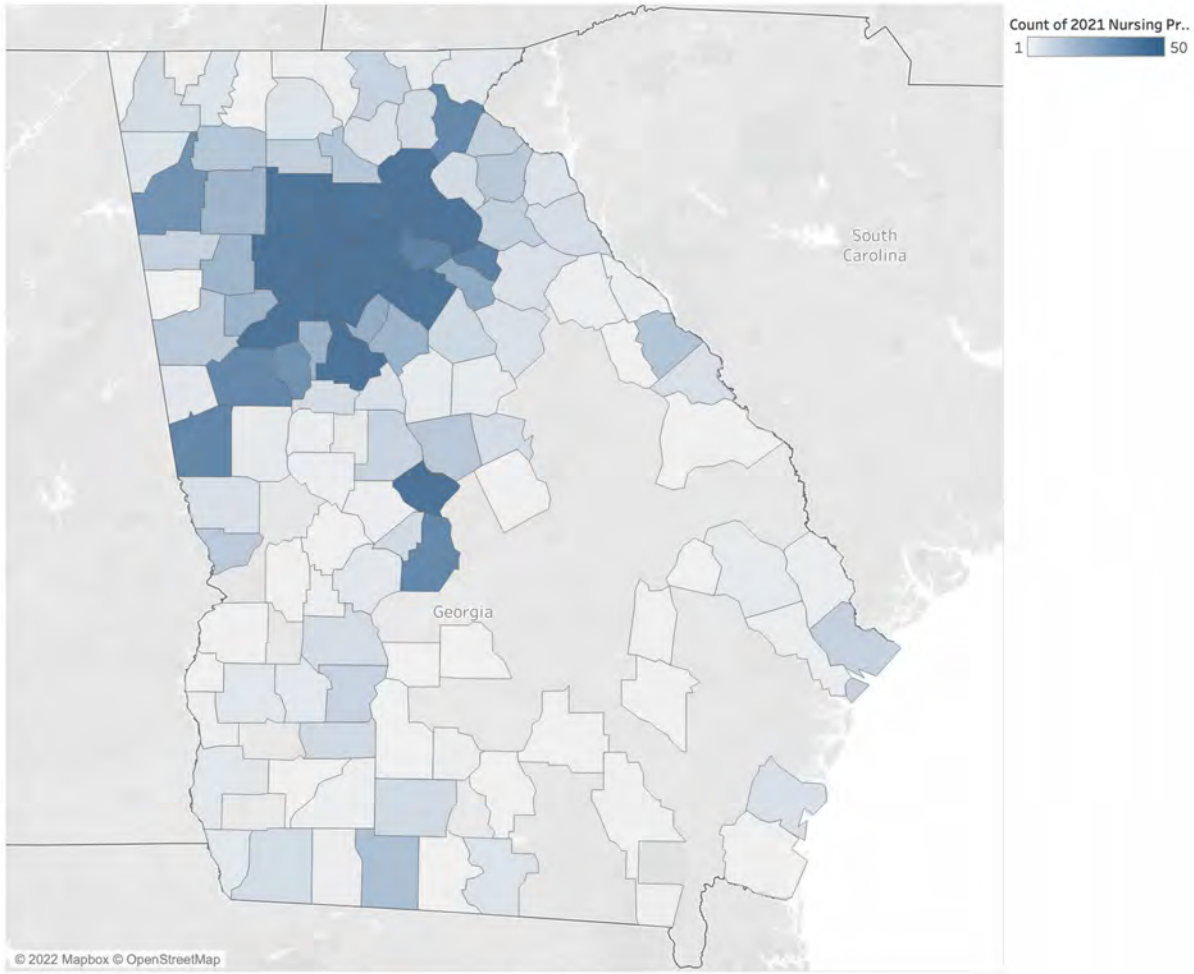
Source: Lightcast™ (formerly EMSI-Burning Glass), National Center for Education Statistics- IPEDS dataset, Gray Associates

Private colleges have had a strong positive impact [on the] nursing pipeline due to the ability to **support the students and increase the acceptance of non-traditional students**

- Commission Member Quote

Nurses in GA (2021)

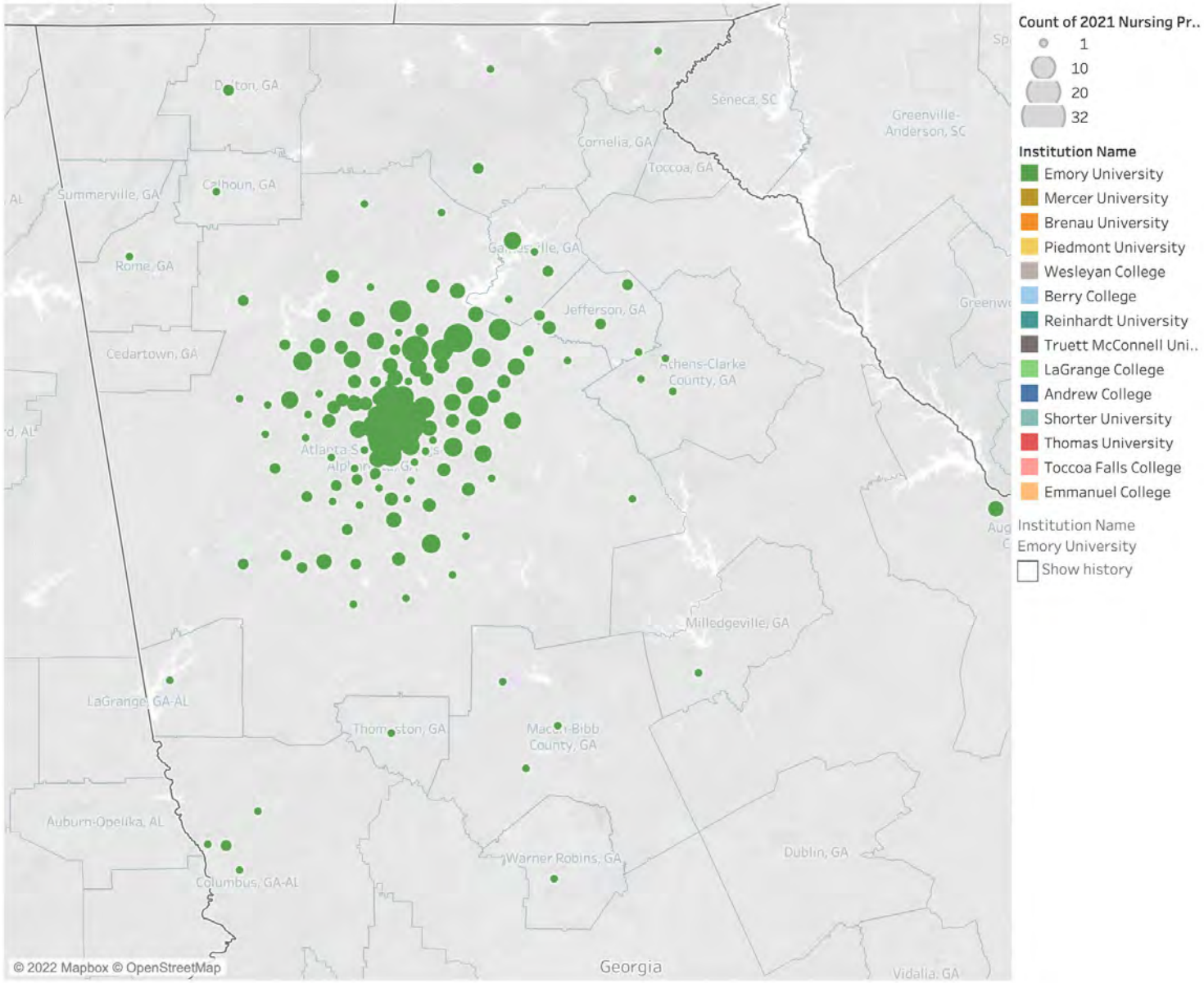
Nurses by County	Nurses by Institution	Emory University (569)	Mercer University (560)	Brenau University (519)	All Smaller Institutions	Piedmont University (236)



Nursing Heat Map - Emory

Nurses in GA (2021)

Nurses by County | Nurses by Institution | Emory University (569) | Mercer University (560) | Brenau University (519) | All Smaller Institutions | Piedmont University (236)



Count of 2021 Nursing Pr..

1
10
20
32

Institution Name

- Emory University
- Mercer University
- Brenau University
- Piedmont University
- Wesleyan College
- Berry College
- Reinhardt University
- Truett McConnell Uni..
- LaGrange College
- Andrew College
- Shorter University
- Thomas University
- Toccoa Falls College
- Emmanuel College

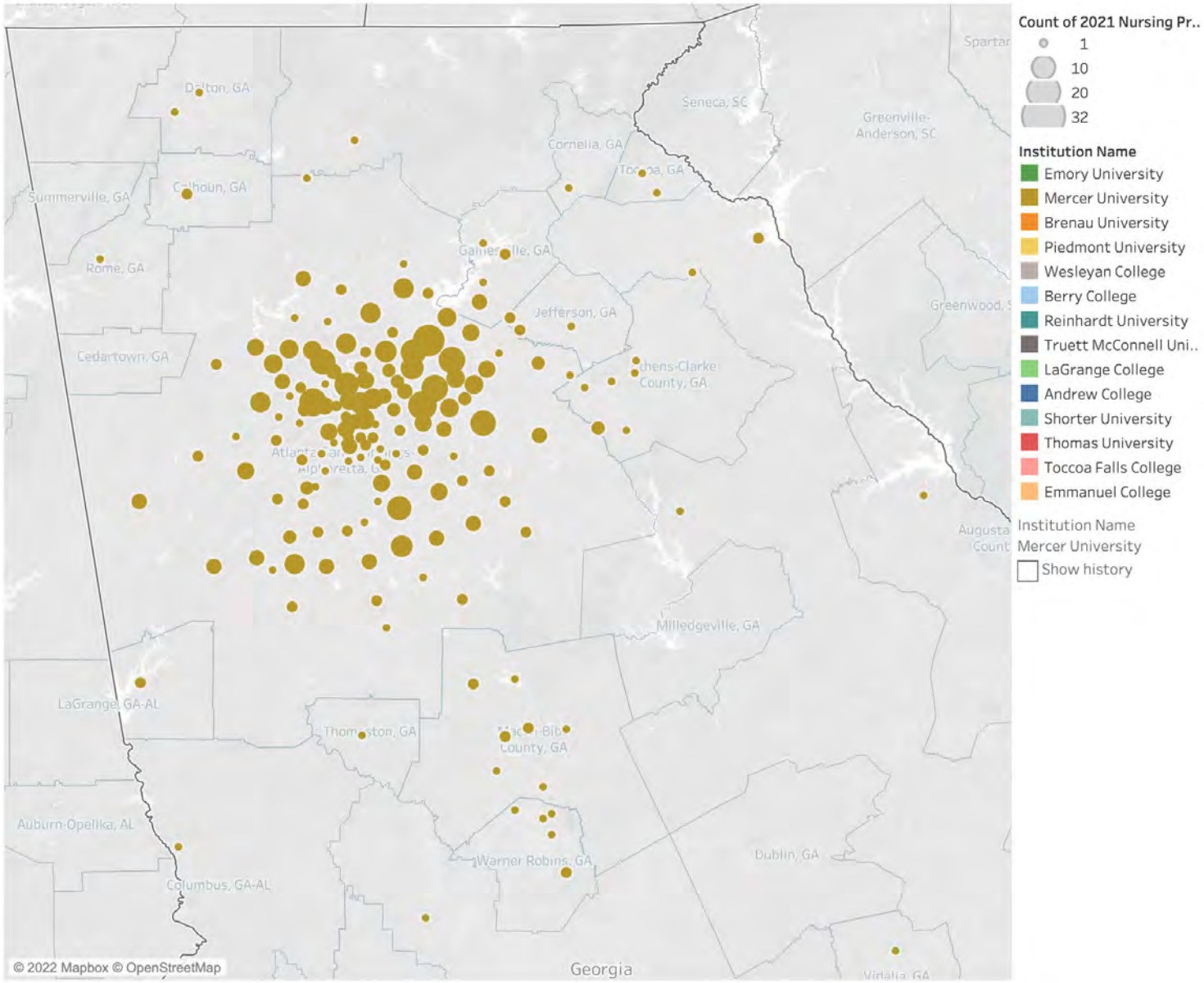
Institution Name
Emory University

☐ Show history

Nursing Heat Map – Mercer

Nurses in GA (2021)

Nurses by County | Nurses by Institution | Emory University (569) | Mercer University (560) | Brenau University (519) | All Smaller Institutions | Piedmont University (236)



Count of 2021 Nursing Pr..

- 1
- 10
- 20
- 32

Institution Name

- Emory University
- Mercer University
- Brenau University
- Piedmont University
- Wesleyan College
- Berry College
- Reinhardt University
- Truett McConnell Uni..
- LaGrange College
- Andrew College
- Shorter University
- Thomas University
- Toccoa Falls College
- Emmanuel College

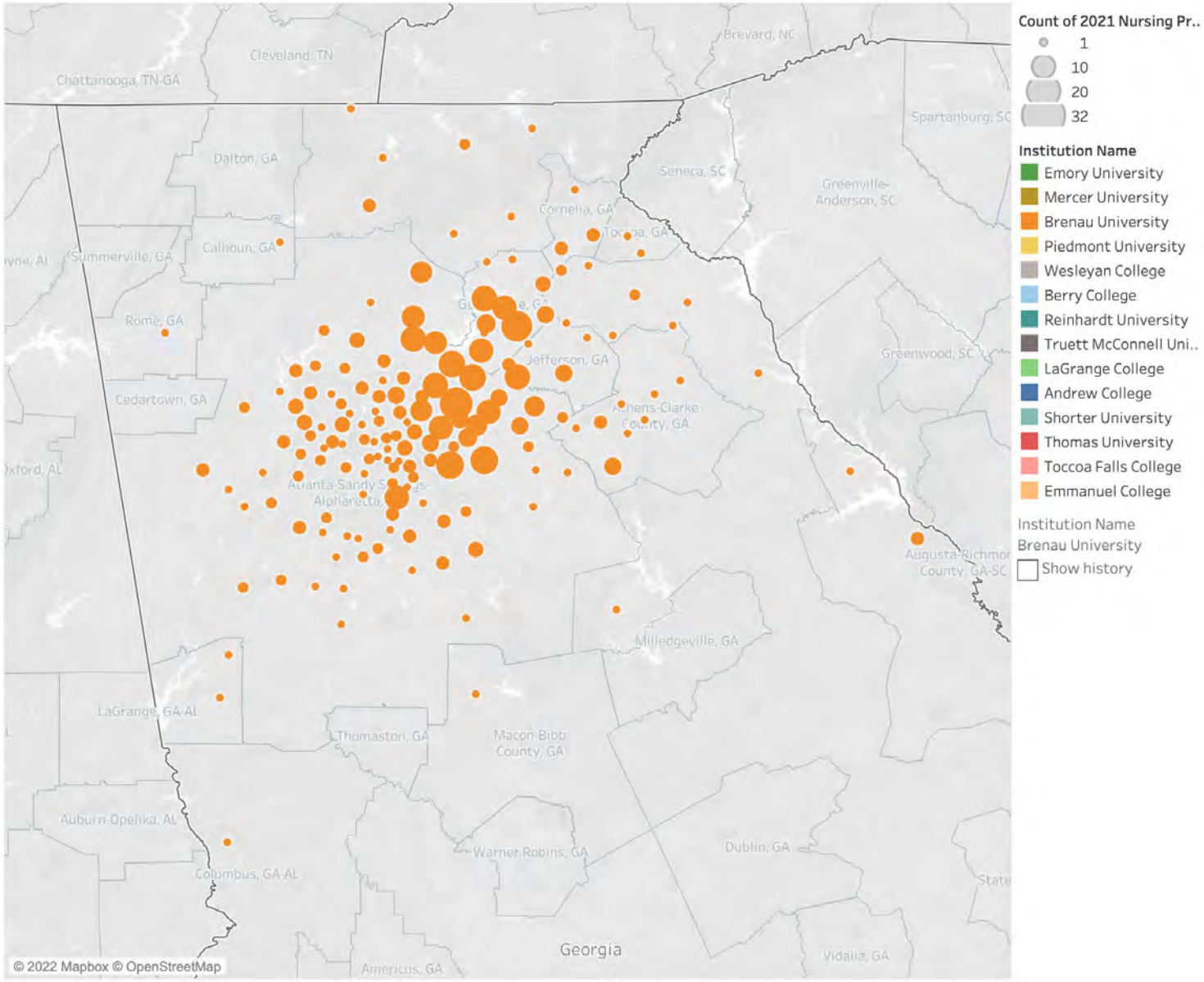
Institution Name
Mercer University

☐ Show history

Nursing Heat Map – Brenau

Nurses in GA (2021)

Nurses by Institution	Emory University (569)	Mercer University (560)	Brenau University (519)	All Smaller Institutions	Piedmont University (236)	Wesleyan College (143)



Count of 2021 Nursing Pr..

- 1
- 10
- 20
- 32

Institution Name

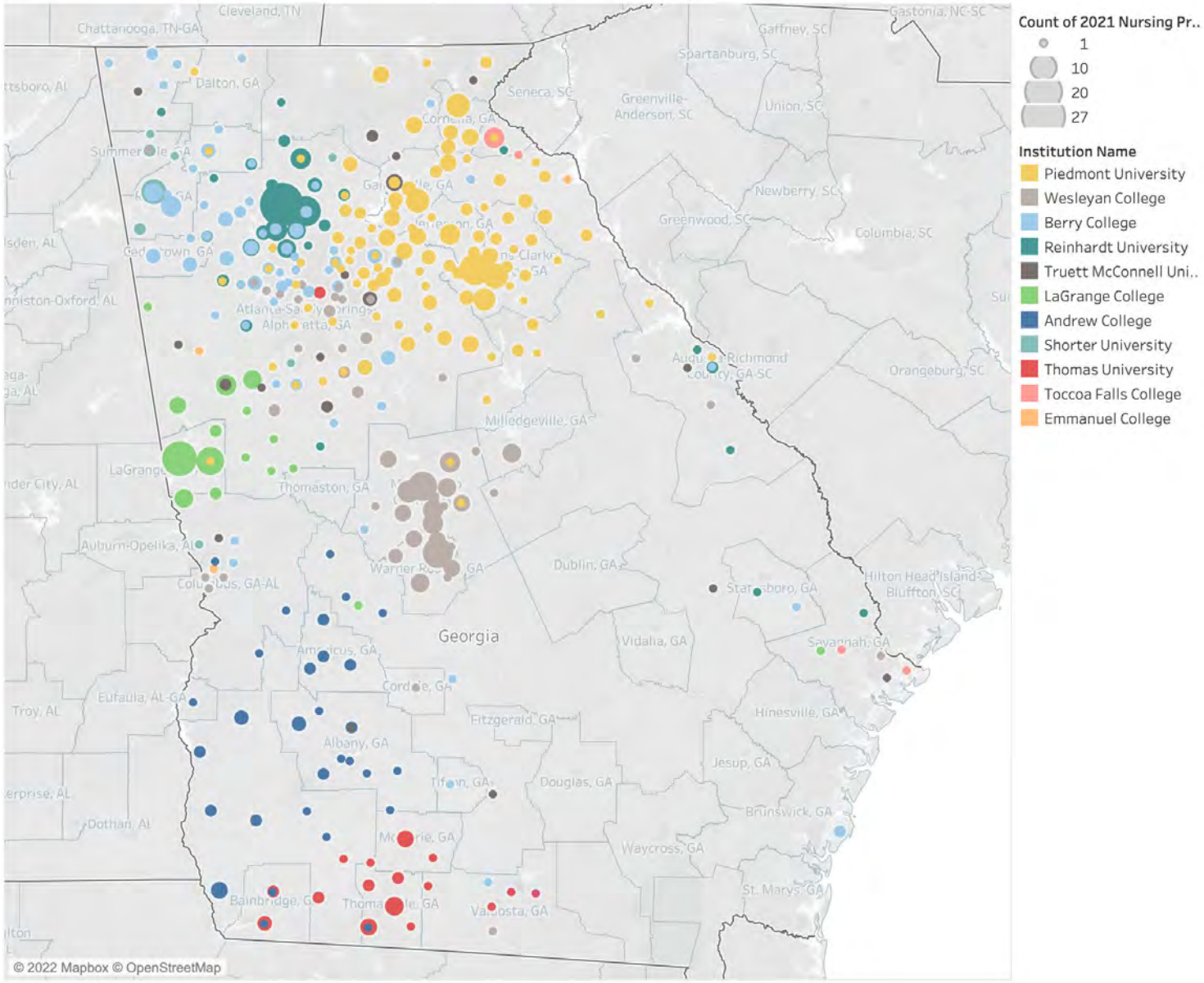
- Emory University
- Mercer University
- Brenau University
- Piedmont University
- Wesleyan College
- Berry College
- Reinhardt University
- Truett McConnell Uni..
- LaGrange College
- Andrew College
- Shorter University
- Thomas University
- Toccoa Falls College
- Emmanuel College

Institution Name
Brenau University
☐ Show history

Georgia Impact from Other GICA Colleges

Nurses in GA (2021)

Emory University (569)	Mercer University (560)	Brenau University (519)	All Smaller Institutions	Piedmont University (236)	Wesleyan College (143)	Berry College (130)



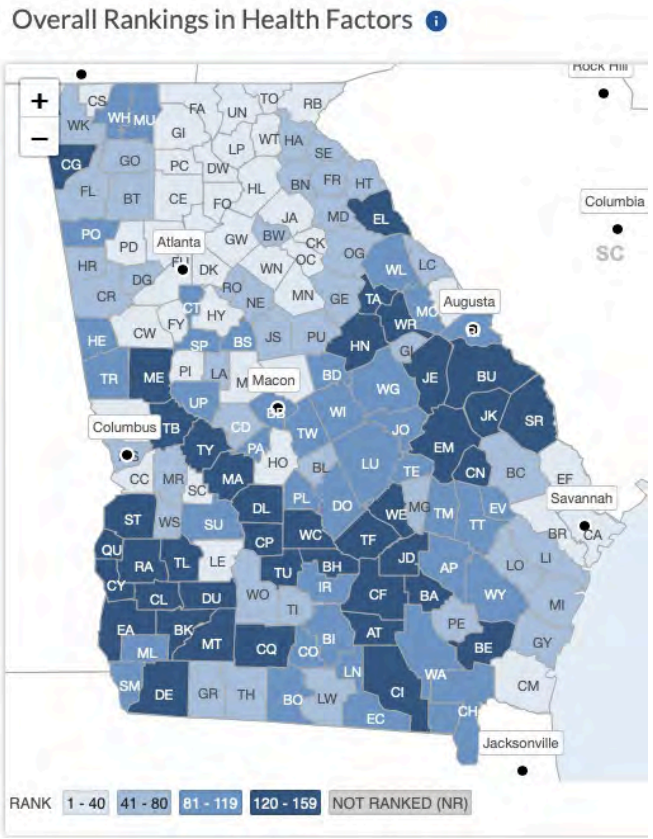
Count of 2021 Nursing Pr..

- 1
- 10
- 20
- 27

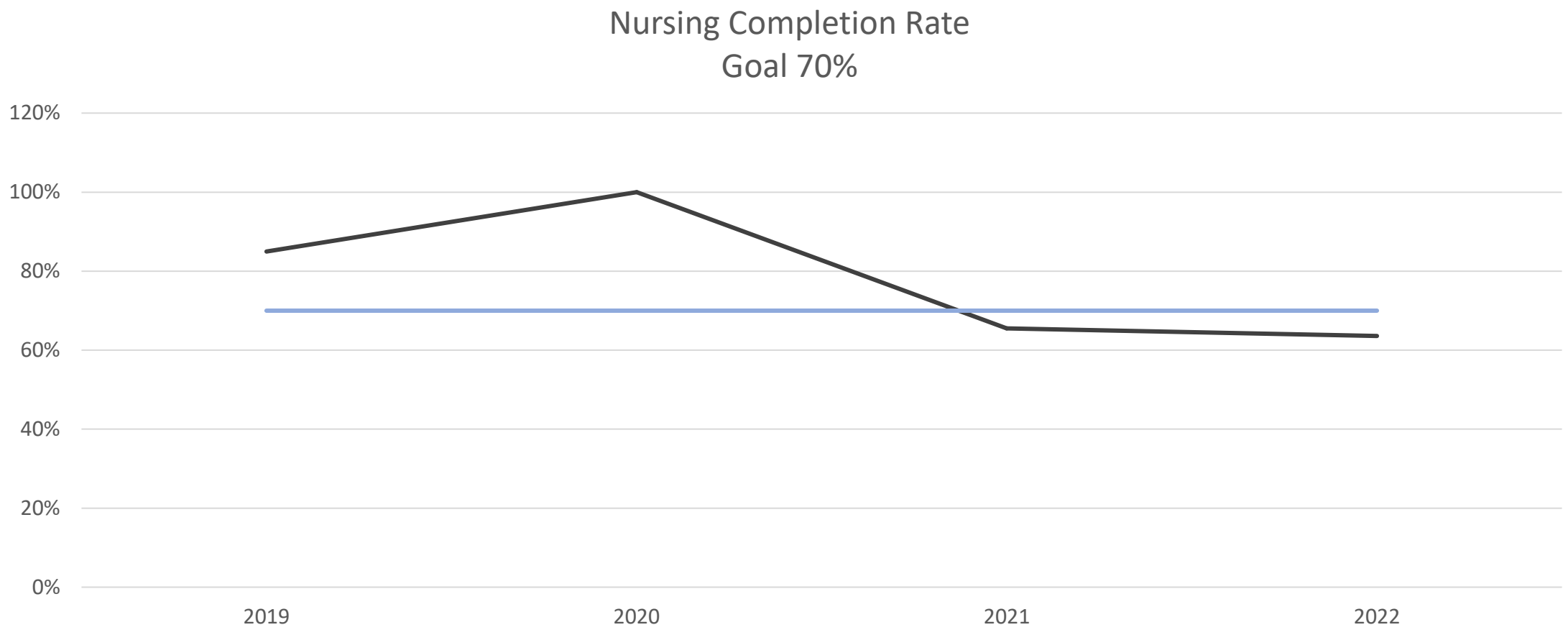
Institution Name

- Piedmont University
- Wesleyan College
- Berry College
- Reinhardt University
- Truett McConnell Uni..
- LaGrange College
- Andrew College
- Shorter University
- Thomas University
- Toccoa Falls College
- Emmanuel College

Andrew College 2019-2022



Andrew College



What is the main reason you took college courses but did not complete a degree?

"The main reason was I was trying to work and go to college, and I wasn't getting good grades, so I just stopped going to college. I couldn't multitask."

"I worked full time and went to school full time. It became too much. I had four kids at home at the time. It was just too much."

"Family – you have to make money; it's hard to go to college and make money at the same time, especially in nursing school."

2022 State of Higher Education Report

Strada-Gallup Education Consumer Survey

Andrew College

Avg. Balance of Withdrawn Student

$2829

Avg. Balance of Current Student

$4827

EMORY UNIVERSITY

MERCER UNIVERSITY

- **Mercer's overall student body is made up of 86% Georgia residents.**
- **42% of Mercer's Undergraduate incoming freshman identify as pre-med.**

Mercer School of Medicine

- Campuses in Macon, Savannah, Columbus
- Only accepts bona fide Georgia residents
- Incoming Class is made up of 50% of students who are from counties in GA with less than 50,000
- ~ 90% of graduates with Georgia Residency stay in GA
- ~ 65% of all graduates practice in GA
- Expanding program to 720 MD by 2026

Mercer- College of Health Professions

- Physical Therapists – 112 students
- Physician Assistants – 137 students
- Clinical Psycologists – 97 students
- Public Health – 121 students
- Athletic Trainers – 11 students
- Occupational Therapy (Beginning 2023)

Current Enrollment

Mercer – College of Pharmacy (Atlanta)

- Pharmacists (Pharm. D.) – 464 students
- Pharmaceutical Scientists (Ph.D.) – 38 students

Mercer – College of Nursing

- Nurses (BSN) – 342 students (expanding in Macon in 2023)
- Nurses (MS) – 71 students
- Nurse Practioners (DNP) – 27 students
- Nursing Teachers (Ph.D) – 15 students

A Start Up Story

"It takes resources to start a program"

Two-year process to develop program.

- Y1 Hire a director
- Y2 Hire faculty and seek SACS approval
- Significant capital costs: buildings, lab space, simulation labs and other equipment
- Students and revenue arrive in Y3.

Needs:

- Incentives for nurses to go into teaching
- More clinical space in hospitals. Grants to hospitals would be an incentive for the hospitals
- Student loan repayment. Textbooks, ATI fees, uniforms and travel to clinicals make program costs higher for nursing students

Innovation at Work

"We're doing everything we can do to add different and new students to the healthcare workforce in Georgia."

-Anne Skleder,
President Brenau University

Brenau
UNIVERSITY
1878

Reinhardt University – Economic Development

- Partnered with Piedmont Health and Pickens County School System to repurpose underused buildings in downtown Jasper.
- 20 minutes from main campus
- 100 students contributing to economic development
- Closer to Piedmont Hospital location

Creating Pathways for Students

"I'm excited about this agreement and future agreements that we can have with Point University to better serve our community and students. There is such a shortage of nurses, and if we can do something to partner together to infuse more nurses into Troup County and the surrounding area, then it's a job well done."

-Dr. Susanna Baxter, President

Point University

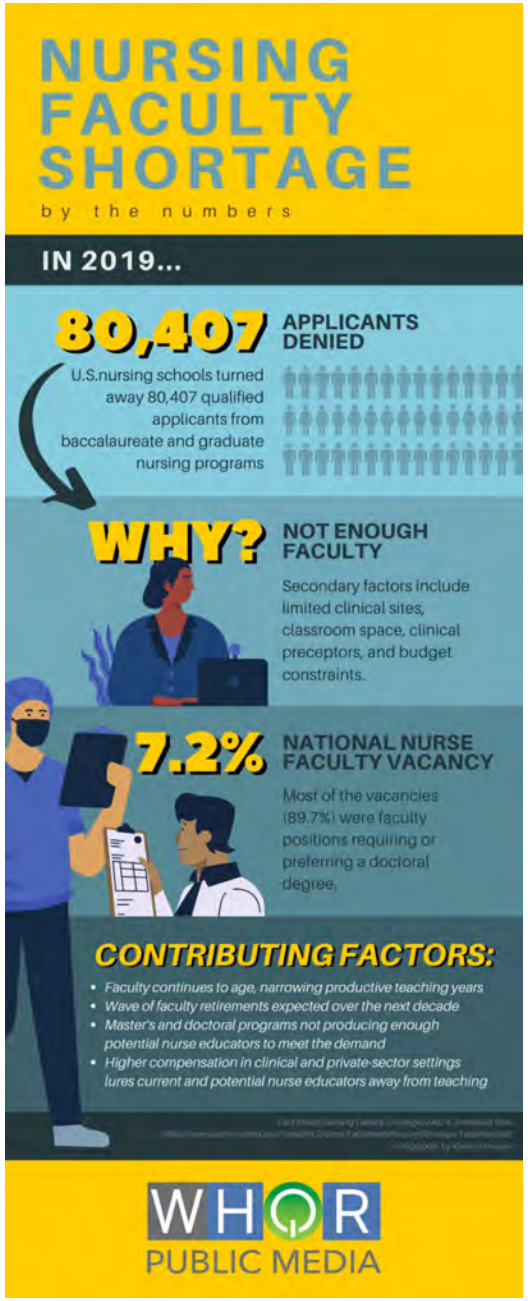
1831 LAGRANGE COLLEGE

Connecting with K12 students

"It was also super interesting to see real cadavers and human brains; that part of the program truly stuck with me. Anatomy and physiology has become one of my greatest interests because of this experience."

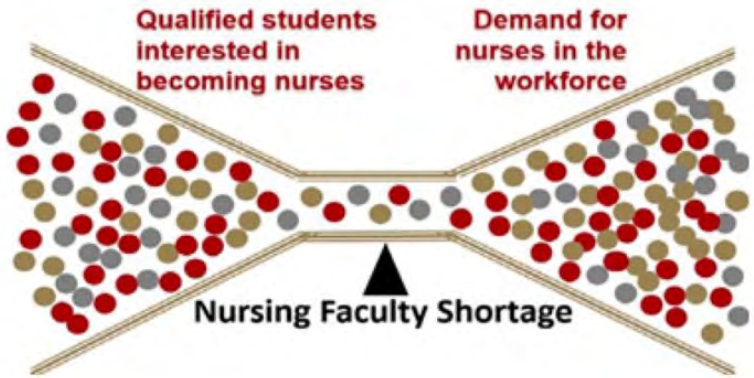
-Andrea Garcia,

Brenau Medical Scholars Program



Healthcare Educators Pipeline

- 4 GICA Colleges offer masters programs in nursing education (soon to be 5)
- 2 GICA Colleges offer doctoral programs
- Sample Solution: Encouraging junior professors to get doctorate degree by paying 50% of their tuition



Questions?

- Jenna Colvin, President
- jcolvin@georgiacolleges.org
- 404-233-5433

GICA

GEORGIA INDEPENDENT COLLEGE ASSOCIATION

Georgia Healthcare Workforce Commission
Open Forum

Presenting Organization:

Georgia Health Care Association

Pam Clayton

Vice President

Quality Advancement & Regulatory Affairs

Georgia Health Care Association

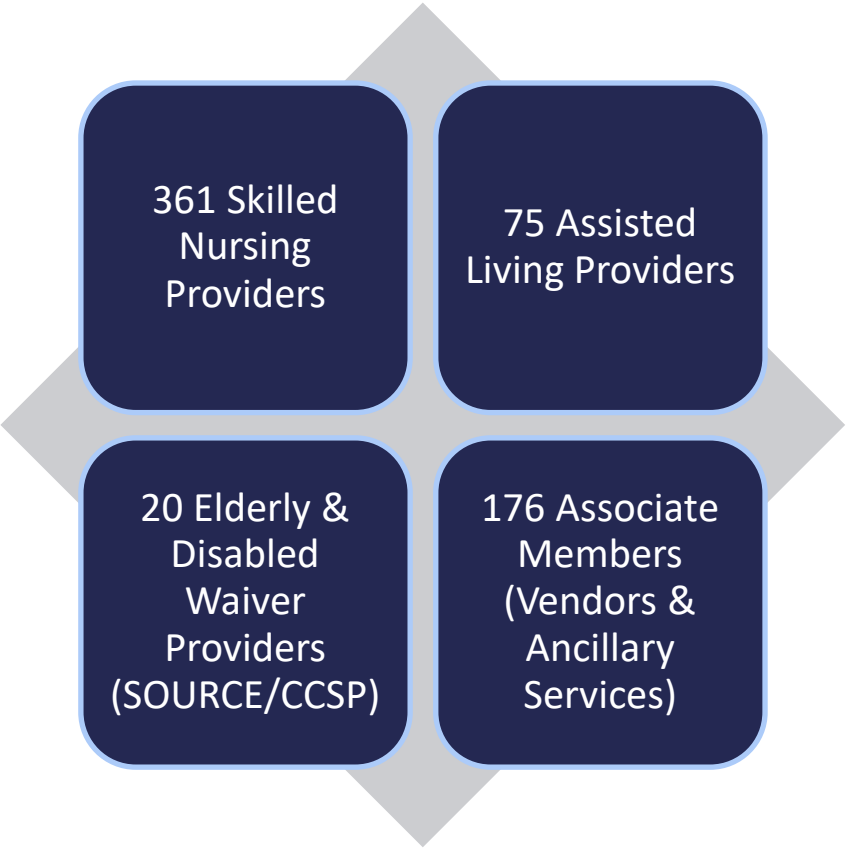
GEORGIA HEALTHCARE WORKFORCE COMMISSION

Vision

The Georgia Health Care Association (GHCA) is an association of skilled nursing facilities, assisted living facilities, and home and community-based service providers representing the best interests of residents and patients as well as owners, administrators, and other personnel. GHCA strives to enhance the ability of our members to provide competent and compassionate care to meet the ever-changing health care needs of Georgia's elderly and disabled citizens.

GHCA is committed to continuously improve the quality of life of all persons requiring long term health care. To achieve these goals, GHCA works closely with government agencies and other trade and professional associations in developing, amending and implementing sound legislation, regulatory policies and standards of care. GHCA works to influence society and government to invest in the well-being of elderly and disabled individuals and to assure access to long term care. GHCA is committed to developing necessary and reasonable public policies that balance economic and regulatory principles to support quality care and quality of life. GHCA is dedicated to professionalism and ethical behavior among all that provide long term care, thus earning the confidence and trust of Georgia's public.

Who We Serve


361 Skilled Nursing Providers
75 Assisted Living Providers
20 Elderly & Disabled Waiver Providers (SOURCE/CCSP)
176 Associate Members (Vendors & Ancillary Services)

Georgia Demographics

	SFY 2020	SFY 2021
Number of Nursing Centers (Total)	369	369
Number of Nursing Center Beds (Total)	40,700	40,700
Number of Nursing Centers (Medicaid Certified)	353	352
Number of Nursing Center Beds (Medicaid Certified)	40,002	39,471
Medicaid Paid Patient Days Per Medicaid Cost Report Data	8,699,655	7,661,532
Total Paid Patient Days Per Medicaid Cost Report Data	11,600,612	10,086,985
Number of Georgians Between Age 65 and 84 (2017 Census Report estimate)	1,134,546	1,134,546
Number of Georgians Age 85 and Older (2017 Census Report estimate)	130,693	130,693
Beds Per 1,000 Georgians Age 65 and Older	35.87	35.87

ghca | gcal

What We Know

- We have a numbers problem—GA has a burgeoning aging population and a critically strained workforce
- There is a validated correlation of resource to quality. Skilled nursing centers/states with higher staffing levels and reimbursement rates demonstrate improved quality outcomes
- Centers have lost staff to other health care providers (including staffing agencies) or have seen health care workers experience burn out and leave the health care profession altogether
- Direct care staffing shortages have threatened access to care. In the interest of quality outcomes, centers must decline admissions due to workforce shortages
- Centers have faced increased costs associated with staff wage increases, hazard pay, retention bonuses, shift differentials and overtime and increased utilization of contract staffing

ghca | gcal

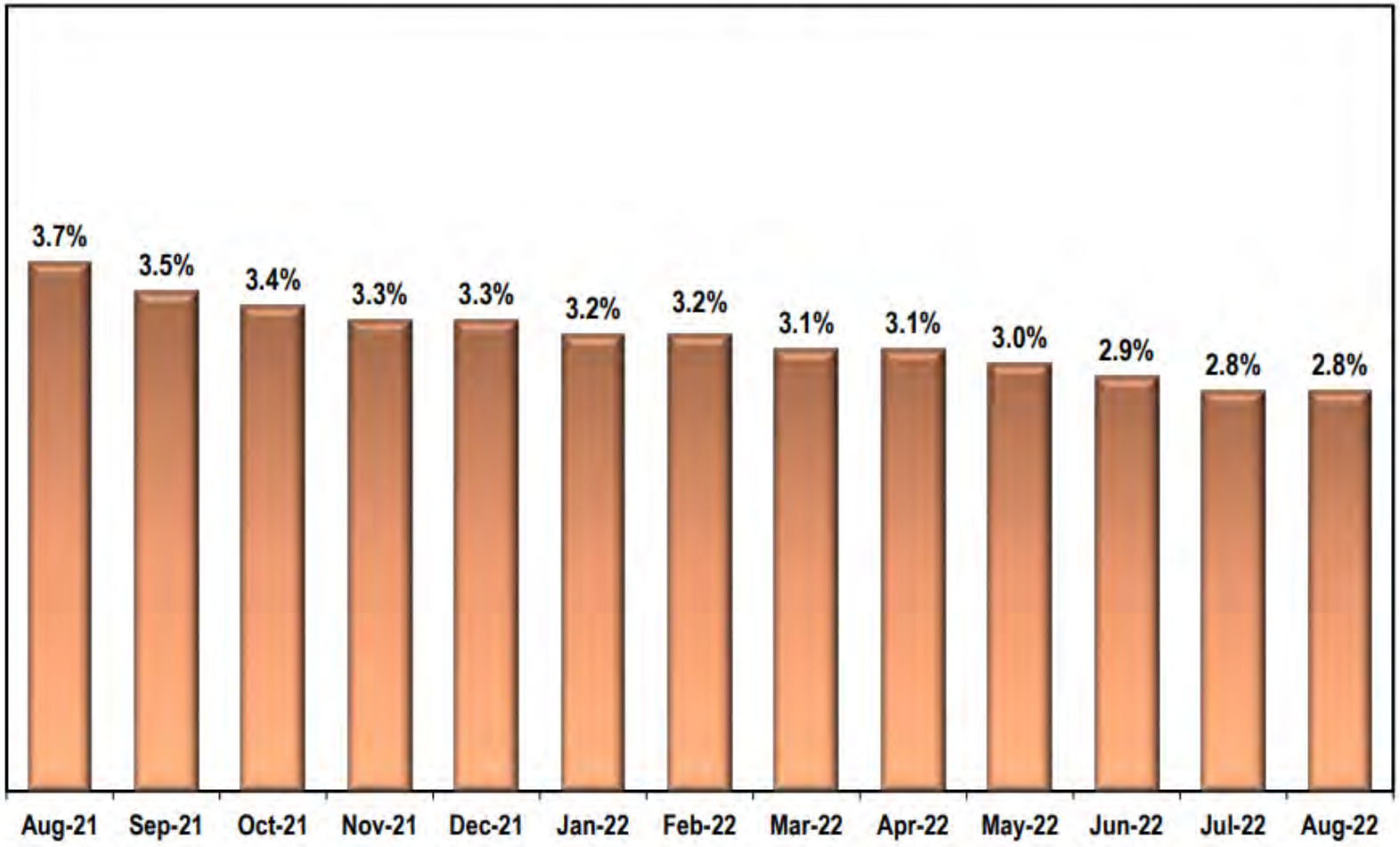
Challenges

- Preexisting challenges to recruit and retain an adequate workforce have intensified as a result of the COVID-19 pandemic
- Direct care workers are leaving the profession altogether due to burn out and compassion fatigue
- Nursing centers compete for employees with other health care settings as well as warehouse and manufacturing jobs paying higher wages and benefits than long term care (LTC) centers can afford to pay
- Delays in nurse aide certification testing due to closure of testing sites and shortage of examiners threatens centers' ability to retain TNAs who have served with dedication throughout the pandemic
- Hospitals are increasing LPN complement due to RN shortage, further straining key SNF labor pool
- Public image of LTC has been adversely impacted by pandemic
- Staffing agencies are aggressively recruiting staff
- High agency utilization and inconsistent staffing models have an adverse impact on employee morale and resident/family satisfaction

ghca | gcal

Georgia Unemployment Rate

(Seasonally Adjusted)



Source: Georgia Department of Labor – Mark Butler, Commissioner

Protecting Seniors by Improving Safety and Quality of Care in Nursing Homes

Fact Sheet- February 28, 2022

Provider Snapshot

- 64% of respondents indicated they are currently utilizing agency staff to supplement unfilled positions
  - 47 Licensed nurses
  - 57 CNAs
- 52% of respondents indicated agency utilization has **increased** in the past three months
- 60% of respondents stated they have decreased census due to workforce shortages
- 178 respondents represented 1167 vacant positions
- 44% of respondents indicated they have experienced turnover in the DON and/or Administrator position in the past six months
- 87 have increased starting wages and/or used referral bonus or sign-on bonuses

GHCA Provider Survey, October 2022

Impact of Workforce Crisis

20.8 % Increase in per patient day cost for direct labor care ($43.2M)

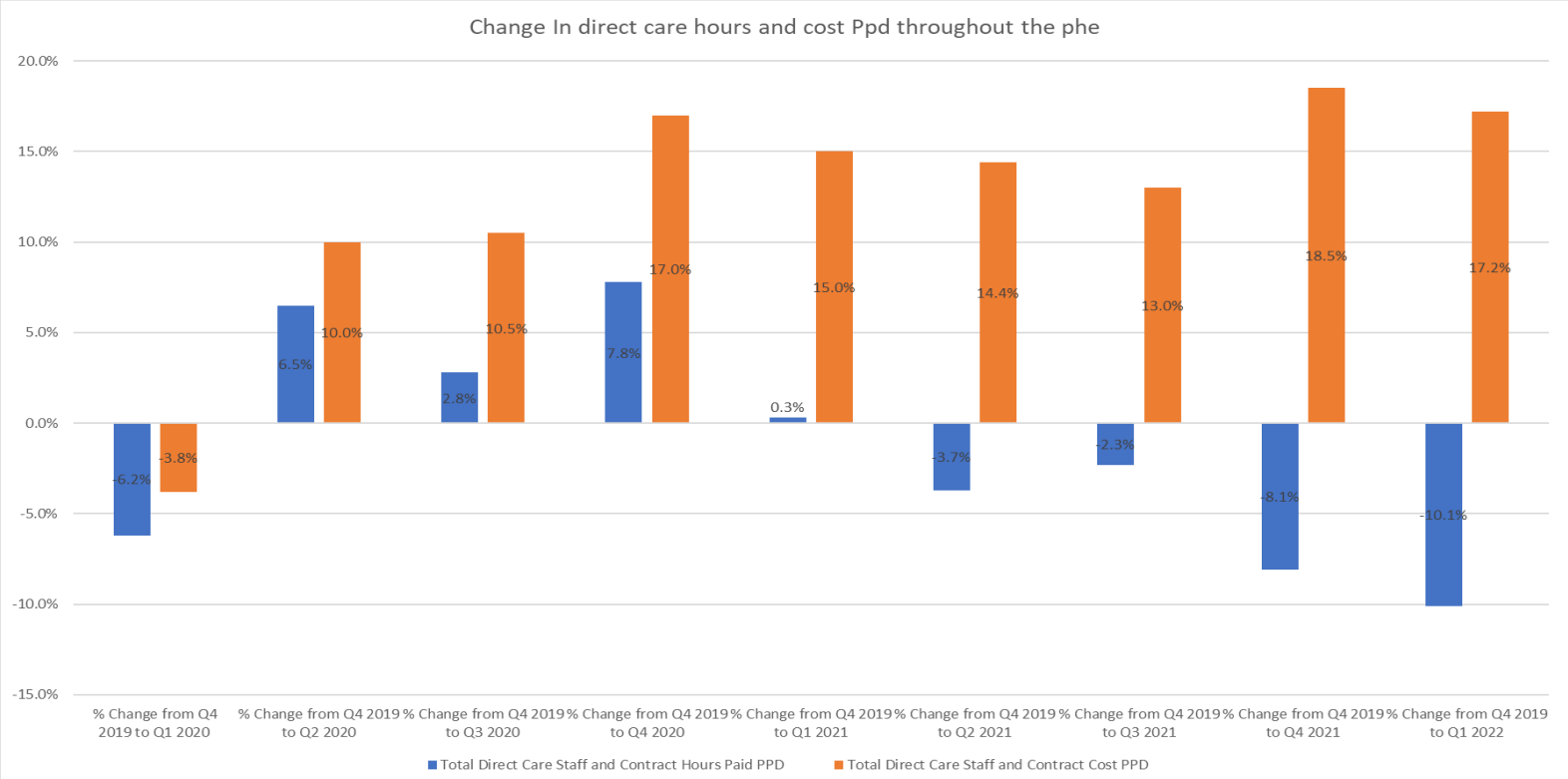
30% increase in per hour cost of direct care labor ($62.2M)

111% increase in RN agency utilization

190% increase in LPN agency utilization

165% increase in CNA agency utilization

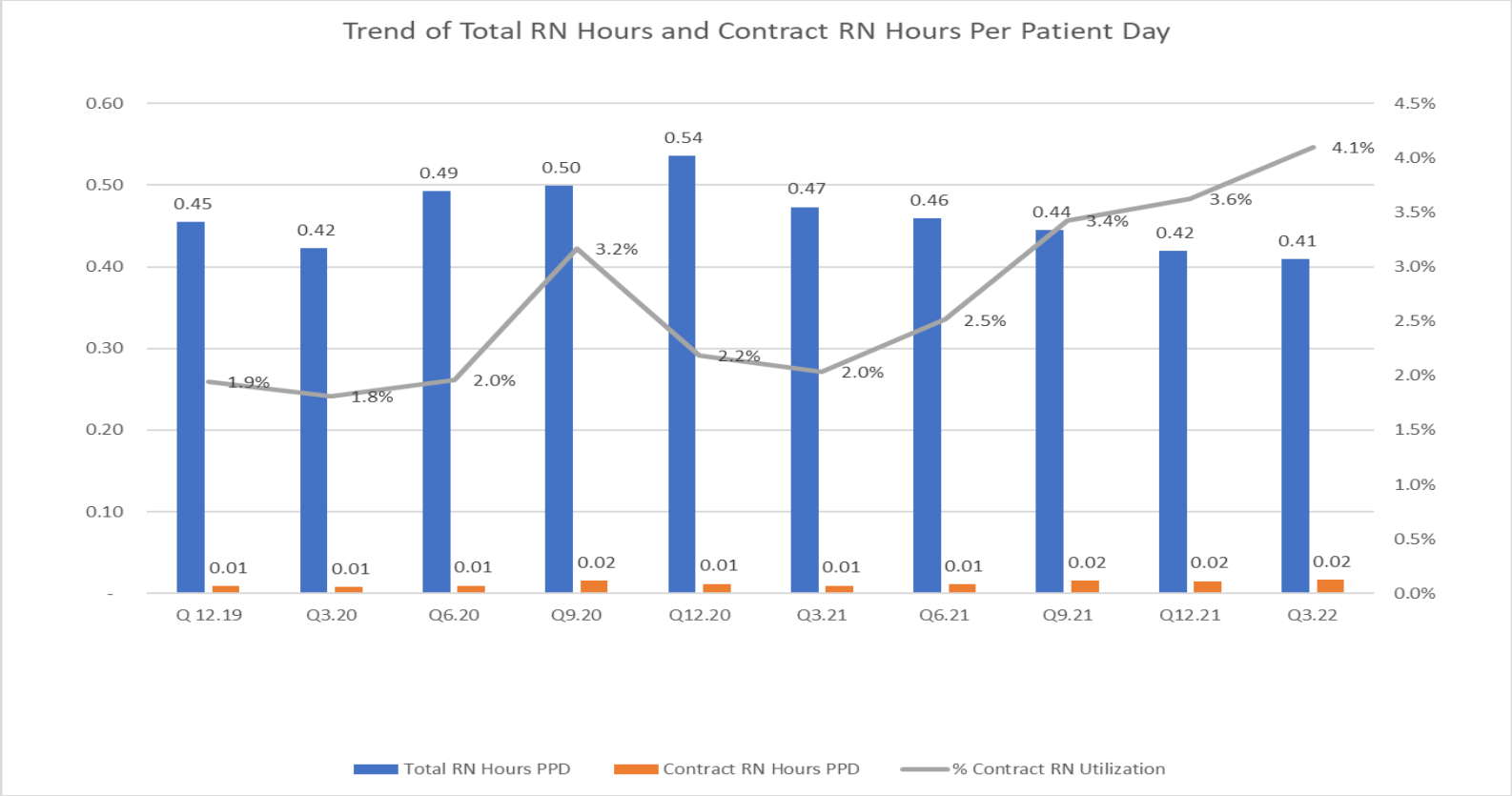
Percentage Change in Direct Care Hours and Cost PPD



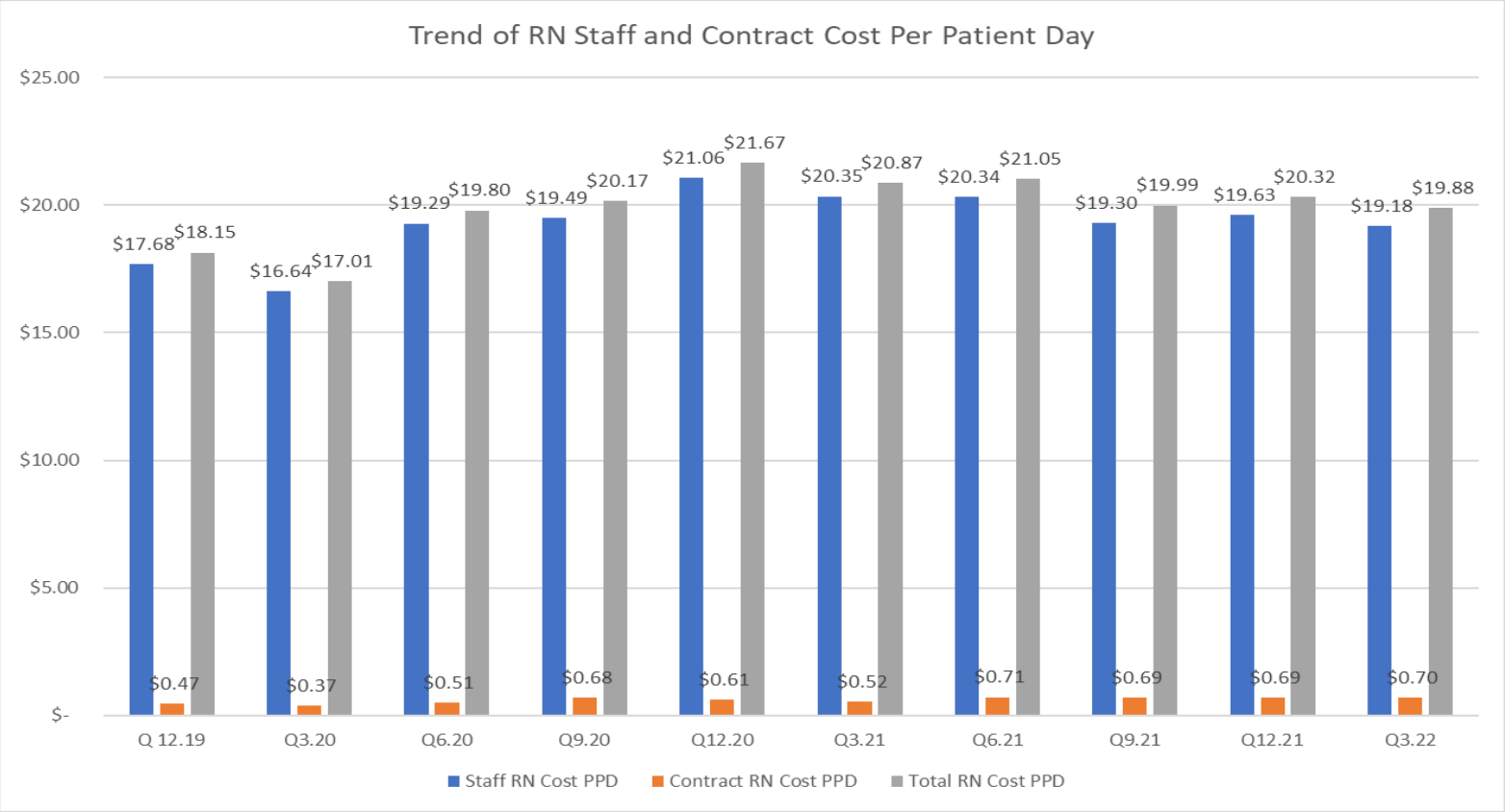
Information per DCH Quarterly Report	% Change from Q4 2019 to Q1 2020	% Change from Q4 2019 to Q2 2020	% Change from Q4 2019 to Q3 2020	% Change from Q4 2019 to Q4 2020	% Change from Q4 2019 to Q1 2021	% Change from Q4 2019 to Q2 2021	% Change from Q4 2019 to Q3 2021	% Change from Q4 2019 to Q4 2021	% Change from Q4 2019 to Q1 2022
Total Direct Care Staff and Contract Hours Paid PPD	-6.2%	6.5%	2.8%	7.8%	0.3%	-3.7%	-2.3%	-8.1%	-10.1%
Total Direct Care Staff and Contract Cost PPD	-3.8%	10.0%	10.5%	17.0%	15.0%	14.4%	13.0%	18.5%	17.2%

ghca | gcal

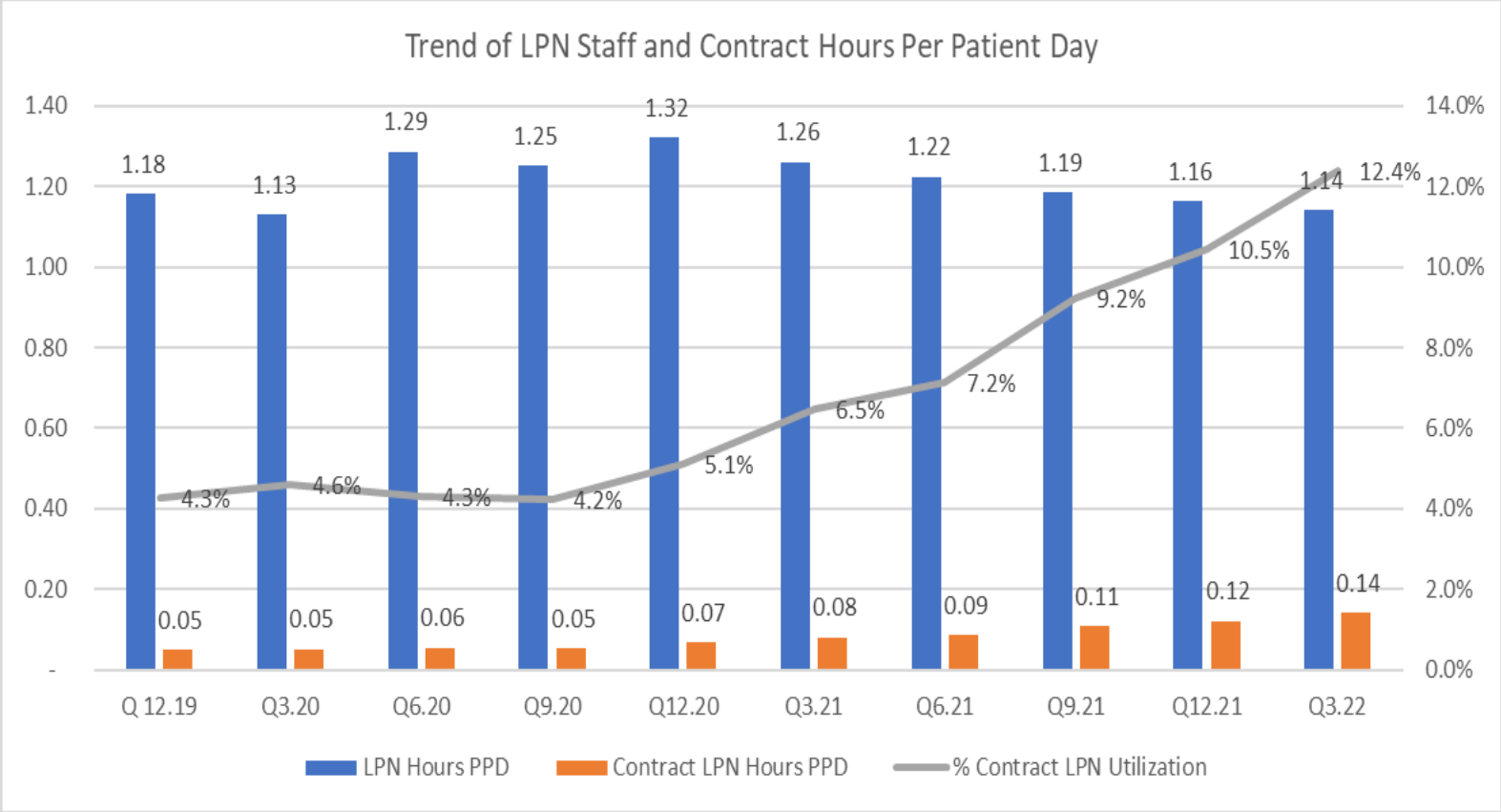
Labor Trends – RN Hours Per Patient Day and Percent of Contract Hours



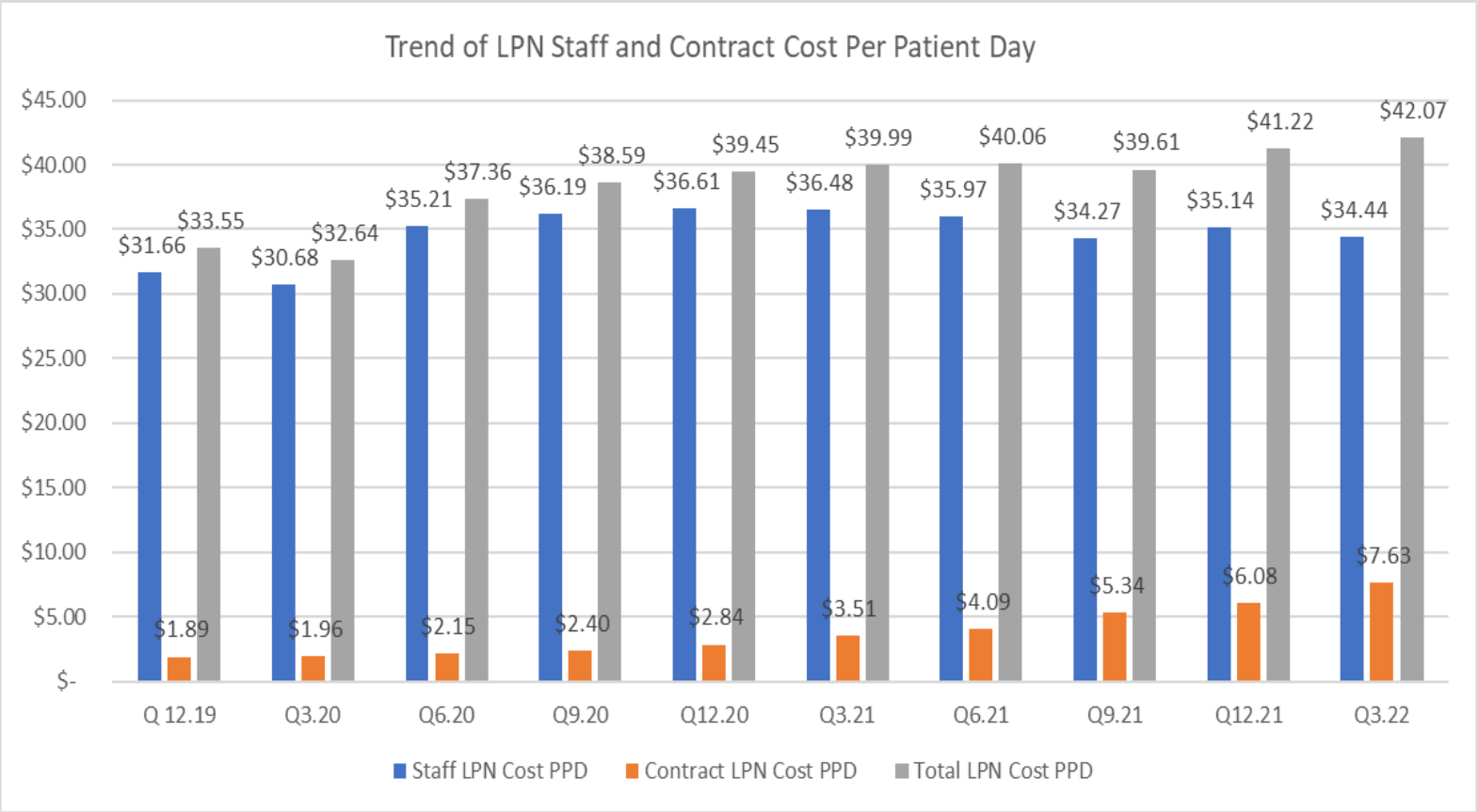
Labor Trends – RN Cost Per Patient Day



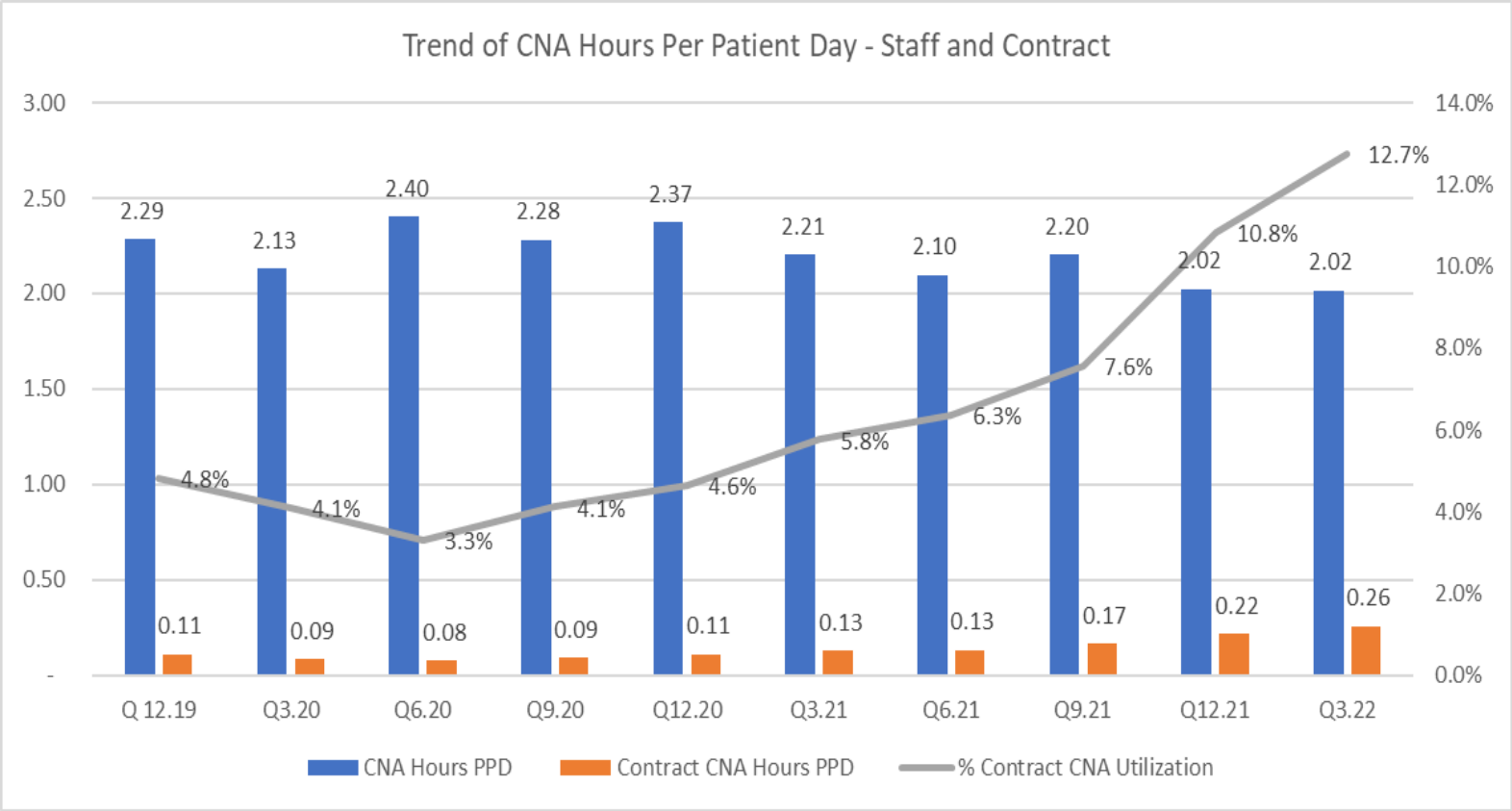
Labor Trends – LPN Hours Per Patient Day and Percent of Contract Hours



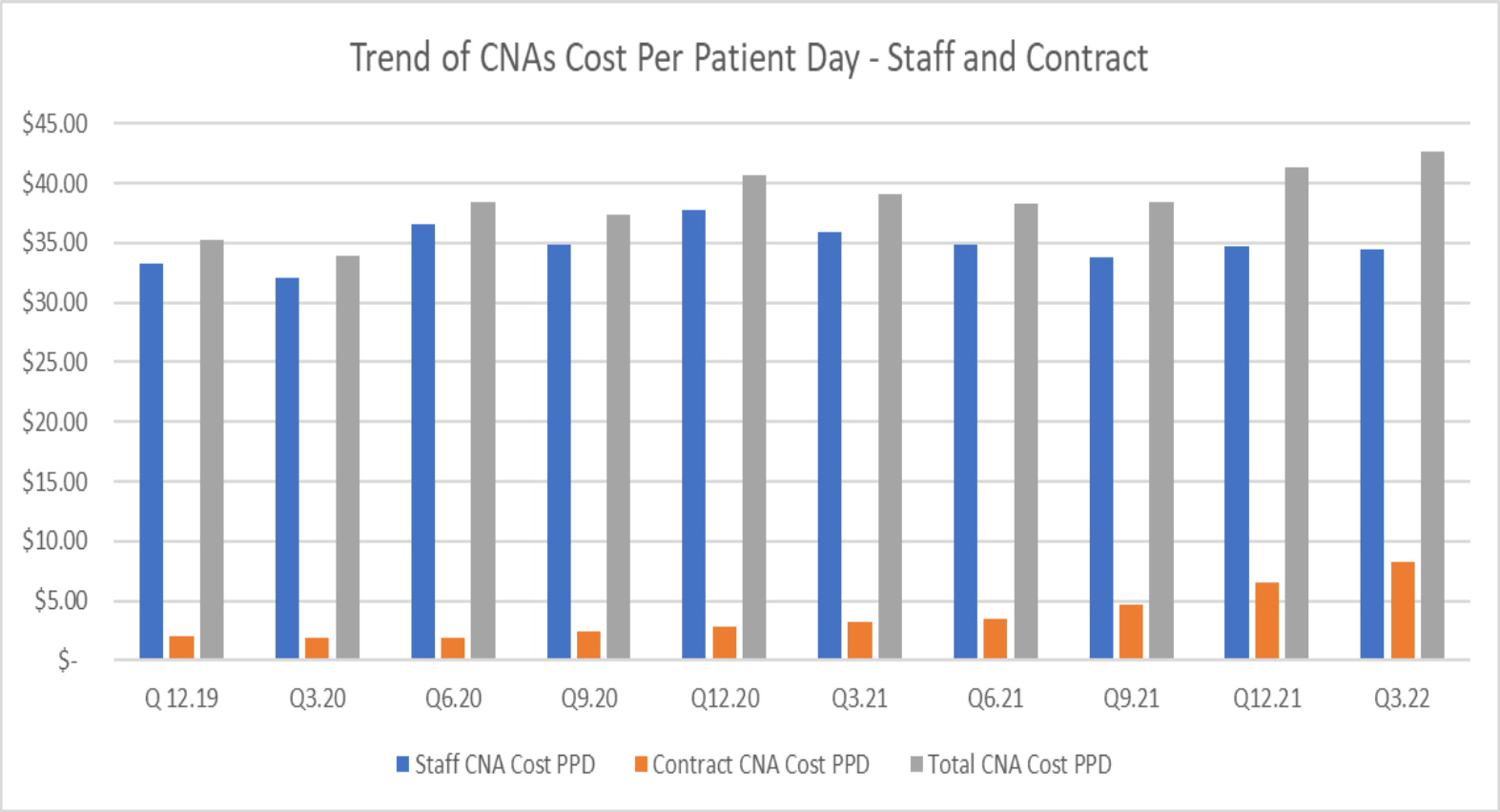
Labor Trends – LPN Cost Per Patient Day



Labor Trends – CNA Hours Per Patient Day and Percent of Contract Hours



Labor Trends – CNA Cost Per Patient Day



Strategies & Solutions

- Communication & Collaboration
  - Phoebe Putney & 4C College & Career Academy
  - GEER funded CNA pilot
  - Leverage YouScience data to identify talent and develop pipeline
- Establish advisory workgroup to facilitate a comprehensive review of Georgia's Nurse Aide Training Competency & Evaluation Program (NATCEP)
  - Consider standardized baseline curriculum
  - Ensure curriculum aligns with federal requirements and does not include discretionary requirements that extend time to certification and integration into workforce
  - Expand number of training programs at technical colleges, college & career academies and LTC facilities
  - Grants for equipment, physical plant and resources
  - Design regional model that ensures accessible education & training site(s) relative to healthcare settings/employers
  - Consider online instructor for multiple settings
  - Clinical adjunct instructors employed at healthcare setting (cost sharing)
  - Implement skills evaluation for NATCEP in technical schools and College & Career Academies for all nurse aide students (regardless of host training site)

Strategies & Solutions

- Provide access to HOPE grant funding for CNA (Certified Nurse Aide) training concurrent with access to 30 hours of dual enrollment funding
  - Consider HOPE funded CNA to LPN pathway that can be accomplished in a secondary/post-secondary hybrid
  - Design LPN program for 11th/12th grade completion (to include clinicals) with consideration for six-month nurse residency in practice setting post training
  - Curriculum design should contemplate LPN to RN progression
  - Address any age barriers (or perception of) to CNA practice
  - Confirm global understanding that with 16 hours of federally specified training, nurse aide trainees are permitted to work while completing nurse aide certification training program requirements
  - Design collaborative agreements for adjunct instructors in clinical setting
- Allow EMTs, Medical Office Assistants, Patient Care Techs and nursing students who have completed Nursing Fundamentals to serve as Certified Medication Aides (CMA). They should complete CMA training but remove requirement for CNA certification.
- Consider legislation to protect free market yet safeguard against anticompetitive pricing and unfair practice by staffing agencies

ghca | gcal

Thank You

Pam Clayton

VP Quality Advancement & Regulatory Affairs

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Georgia Healthcare Workforce Commission
Open Forum

Presenting Organization:

South Georgia Medical Center

Ronald Dean

Chief Executive Officer

The Acute Crisis in Healthcare Workforce

Ronnie Dean

CEO, South Georgia Medical Center
Valdosta, Lakeland, and Nashville, GA

Georgia's Economy Depends on our Hospitals

"Businesses are attracted to communities that have access to health services, thus keeping a hospital open has consequences not only for the health access of residents but for the local labor market and economy."

A rural community hospital on average supports 60 jobs in healthcare and 499 non-healthcare jobs.

A hospital can raise non-healthcare employment in a rural county.

Hospitals provide women with better paying jobs than other options.

60 Healthcare jobs

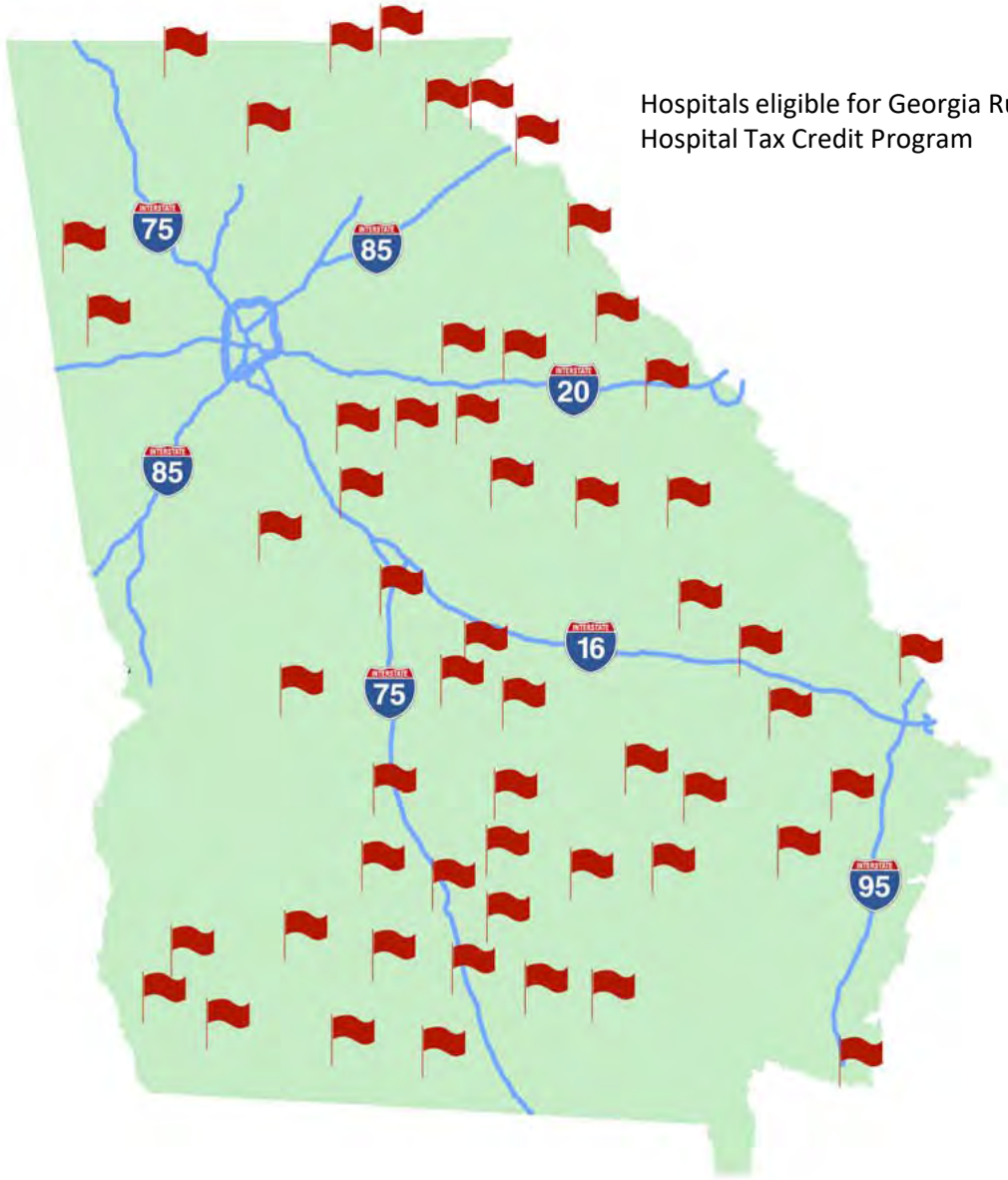
499 Non-health jobs

4.2% Higher employment

11.3% Better wages

Anne M. Mandich and Jeffrey H. Dorfman, The Wage and Job Impacts of Hospitals on Local Labor Markets, Economic Development Quarterly 2017.
Dr. Dorfman is a Professor of Agricultural and Applied Economics at the University of Georgia and serves as the Georgia State Fiscal Economist.

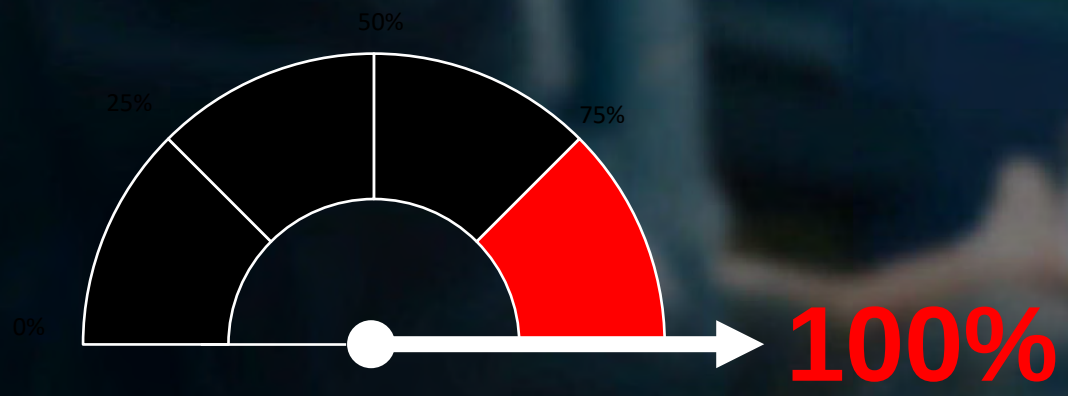
Closed Hospitals and Vulnerable Hospitals



Hospitals eligible for Georgia Rural Hospital Tax Credit Program

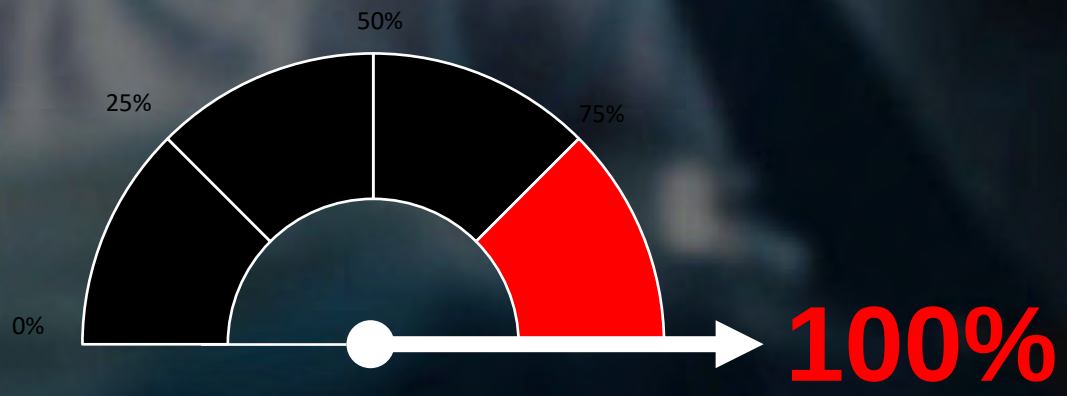
The staffing crisis is statewide, across urban, suburban, and rural hospitals.

Do you believe a critical healthcare staffing shortage exists in Georgia?



How much have workforce shortages negatively impacted your hospital?

"Very significant impact."



Effects of the Workforce Shortage on Patients and Communities

100% reported *decreased financial stability* that threatens patient care.

80% reported *delays in post-acute placement*.

65% of hospitals reported *higher turnover*.

80% reported *having to hire agency nurses* at higher cost to keep beds open.

70% reported having to *close beds*.

- Emergency room delays,
- Overcrowding,
- Extended diversion,
- Reduced services.

What are the most critical staffing shortages that affect your ability to provide patient care?

Bedside Nurses

Technologists

CNA

Respiratory Therapists

Short-Term Recommendations

1. Develop a central statewide database to track healthcare workforce status and needs.

2. Expand the training pipeline.

3. Work with the nursing board to expand opportunities for working professionals to become instructors.

Medium-term Recommendations

1. Improve pay and work conditions for instructors.

2. Make nursing and other bedside professions more attractive for aging professionals.

3. Invest in partnerships between hospitals and local schools.

Long-term Recommendations

1. Develop career paths for healthcare workforce professionals to move upward in their career while maintaining bedside responsibilities.

2. Build upon dual enrollment programs.

3. HOPE or Need-based incentives to retain, recruit, and develop Bedside Nurses and other needed workforce professionals in Georgia.

Georgia Healthcare Workforce Commission Open Forum

Presenting Organization:

Phoebe Putney Memorial Hospital

Dr. Tracy Suber

Vice President, Education

Phoebe

Georgia's Healthcare Workforce Crisis

Recommendations for Effective Change

Georgia Healthcare Workforce Commission Presentation
October 18, 2022

Driving critical shortages across the country

1.1M
NURSES NEEDED
TODAY

28K
CURRENT
SHORTFALL

80K
SHORTFALL
BY 2030

300+
open positions

$100M
1-year jump in contract costs

Georgia’s Nursing Workforce Crisis

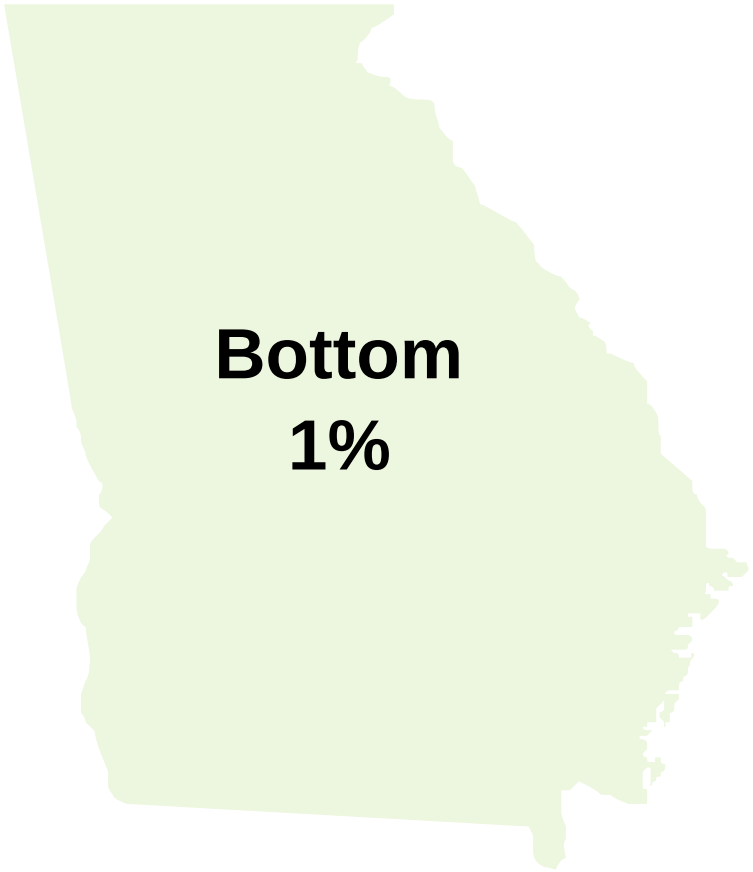
Impacting Georgia’s Workforce, Families, and Future

Georgia's Bedside Nursing Shortage: Statewide Crisis Impacting All Georgians

Georgia ranks in the

49th out of 50 states

for total number of registered nurses compared to population

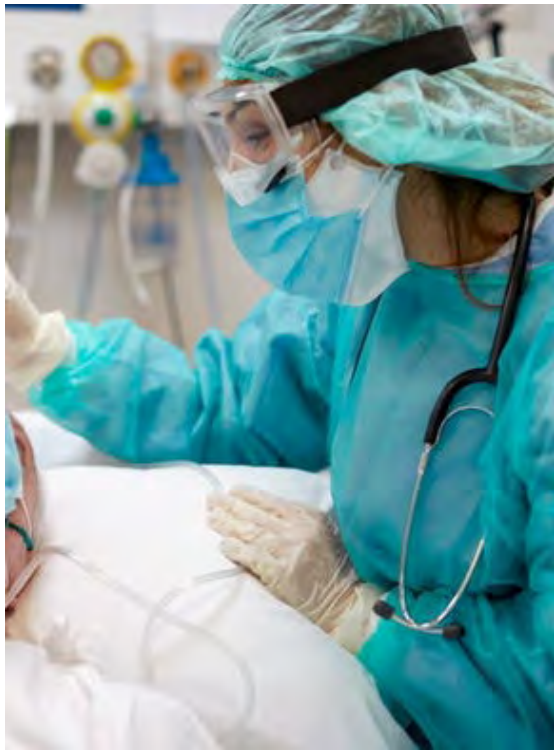


Source: U.S. Bureau of Labor Statistics (as of Aug 2022)

Georgia's Bedside Nursing Shortage: Statewide Crisis Impacting All Georgians

There are approximately 7.3 registered nurses at the bedside per 1,000 Georgia residents.

	Nurses Per 1,000 Population 2018	Nurses Per 1,000 Population 2022
Georgia	10.23	7.3
North Carolina	11.5	10.04
Louisiana	11.62	9.20
Florida	12.68	8.72
Alabama	12.79	9.91
Mississippi	13.88	9.84



Source: U.S. Bureau of Labor Statistics (as of Aug 2022)

Pathways for Action

Health Care, Education, and Government

RECOMMENDATIONS FOR **DATA COLLECTION**

Nurse Educator Pipeline

- Average and range of nurse educator pay compared to average and range for clinical nurse pay?
- What are the required clinical shift hours [consider average, range, and locations] (total hours and actual times [e.g., afternoon] for nurse faculty members?
- Roles of nurse faculty at different levels of preparation - how are they being utilized?
- # of practicing bedside nurses engaged as faculty
- Average and range of student loan debt for nurse educators?

Nurse Pipeline

- HS graduation rates by region
- Math and Science GPA/completion rates (Georgia standardized assessments)?
- Average academic requirements for entry by credential compared to average of student readiness (by state and region)

Nurse Pipeline (Higher ed)

- # of acceptance by credential/by institution/state and region
- Drop out rates of first year students by credential/by institutions/state and region
- # of applicants by credential/by institutions/state and region and
- # of students waitlisted
- Average cost of tuition by credential/institution/state and region

Workforce Recruitment

- % of licensed RNs that are actively practicing in the state of GA [recruit licensed, non-practicing nurses]

Workforce Retention

- % of active RNs planning to retire or leave practice in the next 2 years, 5 years
- % of nurses at the bedside
- % of vacancies

Phoebe

RECOMMENDATIONS FOR **HOSPITALS AND HEALTH SYSTEMS**

Data collection and data sharing

1. Conduct workforce surveys that accurately capture hiring trends, vacancies, retention, intention to leave/retire, etc.
2. Regularly share key metrics at state level to facilitate short/ long-term solutions to the nursing shortage (e.g., to a statewide dashboard)

Encourage an active role

1. Explore innovative retention strategies
2. Encourage health system partnerships with education and across industry sectors
3. Leverage technology such telehealth, virtual remote nursing, and EHR to reduce administrative burdens and improve quality and access to care

New approaches to workforce solutions

1. Work with education to create shared faculty positions
2. Commit to additional clinical sites, inclusive of evening and weekend options
3. School-to-work/preceptorship expansion

Supportive work environment

1. Provide mental health support and respite options for nursing staff to reduce burnout and increase retention
2. Implement a zero-tolerance workplace violence policy

Phoebe

RECOMMENDATIONS FOR **HIGHER AND LOWER EDUCATION**

Provide tangible incentives

1. Provide tangible incentives for nurse educators and bedside nurses
2. Explore salary differential stipends for nurse educators that are not paid at the same level as clinical nurses
3. Support incentives for Georgia's universities and technical colleges that produce associate-level and bachelor-level registered nurses.

Reduce educational system barriers

1. Maximize nursing education opportunities
2. Review student admission criteria (e.g., total student review not just NCLEX)
3. Provide support to bolster math and science prerequisites for nursing school

Network of Support

1. Provide opportunities for nursing student/nurse mentoring
2. Foster success through 360-degree view of the nurse and nurse educator pathways, with partnership support across all industry sectors (e.g., health systems, academia, economic development)

K-12 Preparation and Innovation

1. Support the growth of College and Career Academies
2. Foster active partnerships between health systems and K-12 education
3. Create healthcare career pathway programs
4. Strengthen STEM curriculum, emphasizing math and science
5. Foster early interest in health science careers

Phoebe

RECOMMENDATIONS FOR **POLICY ACTION**

Revive Loan Forgiveness Program

1. Amend existing statute [Section 20-3-374] to explicitly include nurse educators
2. Fund service cancelable loans under Section 20-3-374 for nurses and nurse educators [both public and private school graduates in nursing]
3. Amend Section 20-3-374 to extend criteria of approved Georgia locations to fulfill service cancellation requirements to include critical need areas (i.e., medically underserved and bottom 20% of counties below federal poverty level) to reach more areas in Georgia

Review Board of Nursing Policies

1. Faculty Ratios – Nursing faculty experience roadblocks/obstacles to teaching (e.g., part-time faculty do not meet the required 1:20 ratio)
2. Sharing faculty between health systems and academia
3. Review/revise required faculty teaching credentials
4. Explore creative opportunities for recruitment outside the continental U.S.

Implement Comprehensive Data Dashboard

1. Create a comprehensive data dashboard to accurately reflect student enrollment, faculty vacancies across the University System of Georgia and the Technical Colleges of Georgia

Address social and economic drivers impacting retention

1. Support state-sponsored incentives (e.g., tax, long-term health/investment benefits) for nursing educators teaching associate-level and bachelor-level registered nurses.
2. Address social and economic drivers that cause health care workers to leave the profession, including the cost and availability of transportation, childcare, and elder care
3. Address mental health needs, violence in the workplace, burnout

Phoebe

Action Items for Recommendation: Data Dashboard

Recommendation: Create a comprehensive data dashboard to accurately reflect student pipeline, nurse educator pipeline, nurse recruitment and nurse retention data (see data dashboard wish list)

- Identity and fund ***state agency/statewide entity*** to collect, house and report on data dashboard
- Identify all necessary data (currently collected/not currently collected) for dashboard dashboard
- Identify all ***entities currently collecting*** *data* elements and develop data use agreements between entities and state agency
- Identify all data elements not currently being collected and identify entities to collect the data to feed into the dashboard

Action Items for Recommendation: Cancel Serviceable Loans

Recommendation: Fund service cancelable loans under existing Georgia Statutes, Section 20-3-374 for nurses and nurse educators [both public and private school graduates in nursing]

- Amend existing statute [Section 20-3-374] to explicitly include nurse educators
- Create a recurring general revenue line item in the State of Georgia budget
- Assign administrative processes with an identified state agency or other entity
- Promote and market benefit as an incentive to enter nursing practice in Georgia

Phoebe’s Commitment to Addressing the Healthcare Workforce Shortage

External and Internal Actions

We have a HISTORY of investing in Medical INNOVATION

With educational partners across our region

ABAC

Albany State University
University System of Georgia

ALBANY Technical College

Augusta University Medical College of Georgia
Southwest Campus

Andrew College 1854

Emory University

Georgia SouthWestern State University

Fort Valley State University
Empower the Possible.

UAB

University of Georgia College of Pharmacy

Southwest Georgia AHEC
Area Health Education Center

4C Academy

LEE

Academic Partnerships

- Abraham Baldwin Agricultural College
- Albany State University
- Albany Technical College
- Andrew College
- Fort Valley State University

Academic Partnerships *continued*

- Georgia Southwestern University
- Commodore Conyers College & Career Academy (4C)
- Phoebe Health Science Pathway
- Southern Regional Technical College
- Phoebe's Commits Program Expansion

Partners Phoebe Health Science Pathway@ 4C

Georgia Department of Education

Commodore Conyers College & Career Academy

Albany Technical College

Phoebe

Albany State University

Georgia Board of Nursing

Dougherty County School System

Building a great community, *one student at a time!*

Board of Regents of the University System of Georgia

University System of Georgia

SREB Southern Regional Education Board

Technical College System of Georgia

Healthcare Collaborations

- Archbold Medical Center
- Colquitt Regional Medical Center
- Crisp Regional Hospital
- South Georgia Medical Center
- Southwell Medical Center
- Tift Regional Medical Center

Community Collaborations

- Area Health Education Center (AHEC)
- Chamber of Commerce
- Albany-Dougherty Economic Development Commission
- Local Businesses & Faith-Based Organizations

Nursing Compensation Strategies

Recruitment

100 RNs 100 days

Out of State & International

New Grads

Contract to Permanent Bridge Program

Retention

RN Residency
Leadership
New Nurse Engagement
Professional Development

Innovation

- Simulation & Innovation Center
- Nursing Simulation and Training Education Program (NSTEP)
- Virtual Remote Nurse
- Living Learning Community
- Mobile Health & Simulation Centers

LIVING & LEARNING COMMUNITY

An innovative partnership with Albany Technical College.

A living & learning community for nursing students, new graduates and early career nursing professionals.

Partnering with established nursing programs to attract and retain top talent in our communities.

A facility where nursing students relax, refresh and reside as they complete their education and clinical training.

Modeled after well-established programs at Georgia State University, Georgia Tech and Georgia Southern University.

Giving new PURPOSE

To a historic PLACE

Current Structure = 47K sq ft.

47K

First floor square feet of telehealth-enhanced classrooms, library, meeting rooms, health career education center and other social amenities.

+70K

Combined square feet of 2nd and 3rd floor living space (80 units). Rent positioned for affordable access for nursing students.

OFFICE

Will also house the interdisciplinary office of the University of Georgia School of Pharmacy and Augusta University Medical College of Georgia.

Phoebe

Tracy Suber EdD, MSN/Ed, RN
Vice President Education
tsuber@phoebehealth.com

Georgia Healthcare Workforce Commission
Open Forum

Presenting Organizations:

Georgia Center for Nursing Excellence

Patricia Horton, Chief Executive Officer

&

Georgia Nurses Association

Matt Casemen, *Chief Executive Officer*

Georgia Center for Nursing Excellence

GOVENOR'S WORKFORCE COMMISSION

Patricia Horton

October 18, 2022

GEORGIA CENTER for NURSING EXCELLENCE

National Nursing Workforce Data

RN and Nurse Manager Survey by Medscape 2021

Effect of pandemic on satisfaction as a nurse:

- 40% of RNs decreased satisfaction
- 41% Nurse Managers decreased satisfaction

Nurses report being burned out or very burned out:

- 35% RNs
- 33% Nurse Managers

Medscape Survey 2021

GEORGIA CENTER for NURSING EXCELLENCE

National Nursing Workforce Data

I would choose Nursing again:

- 71% RNs
- 81% Nurse Managers

Those RNs dissatisfied with Nursing:

- 35% Pursuing new path in nursing
- 15% Leaving nursing profession
- 24% Retiring early

Medscape Survey 2021

GEORGIA CENTER for NURSING EXCELLENCE

National Nursing Workforce Data

25% of clinicians are considering changing careers

Bain and Company

- National hospital turnover rate - 25.9%
- 2021 RN turnover rate increased 8.4% to 27.1%
- Each percent increase of RN turnover costs hospitals $262,000.00
- Turnover rate for RNs in ICU, Telemetry, Stepdown, ER, and Behavioral Health - 101.3% - 111.4% (every 5 years these departments turnover their entire RN staff)
- RN vacancy rate - 17%
- Turnover for CNAs - 35.5%
- Turnover for PCTs – 38.1%
- RN recruitment difficulty index – 87 days

NSI Nursing Solutions

GEORGIA CENTER for NURSING EXCELLENCE

National Nursing Workforce Data

RN Supply under Threat:

- Projected 4.4% growth versus 1.8% reduction in RN supply growth – decreased by 100,000 in 2021

- Entire reduction of RN supply was in hospital employment and a significant number were under age 35

Health Affairs Forefront 2022

GEORGIA CENTER for NURSING EXCELLENCE

National Nursing Workforce Data

Decrease in 2021 of public willingness to recommend nursing career

Number of nurses encouraging others to enter the profession:

- 2020: 40.4%
- 2021: 33.5%

Health Affairs Forefront 2021

GEORGIA CENTER for NURSING EXCELLENCE

Georgia Nursing Workforce Data

Georgia ranks 42nd as the best state to work as a nurse

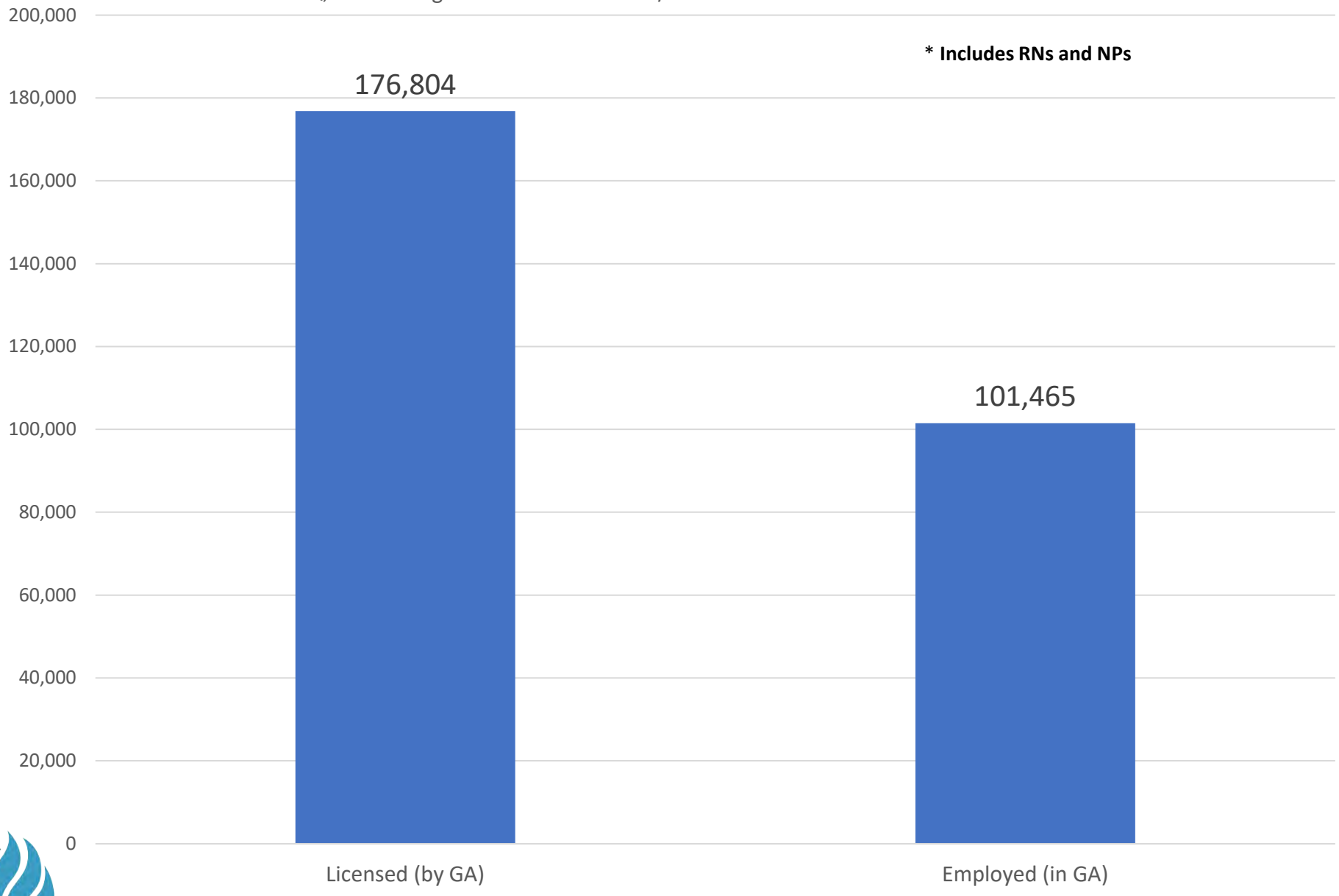
Georgia ranks 43rd as the best state for working moms

Wallethub

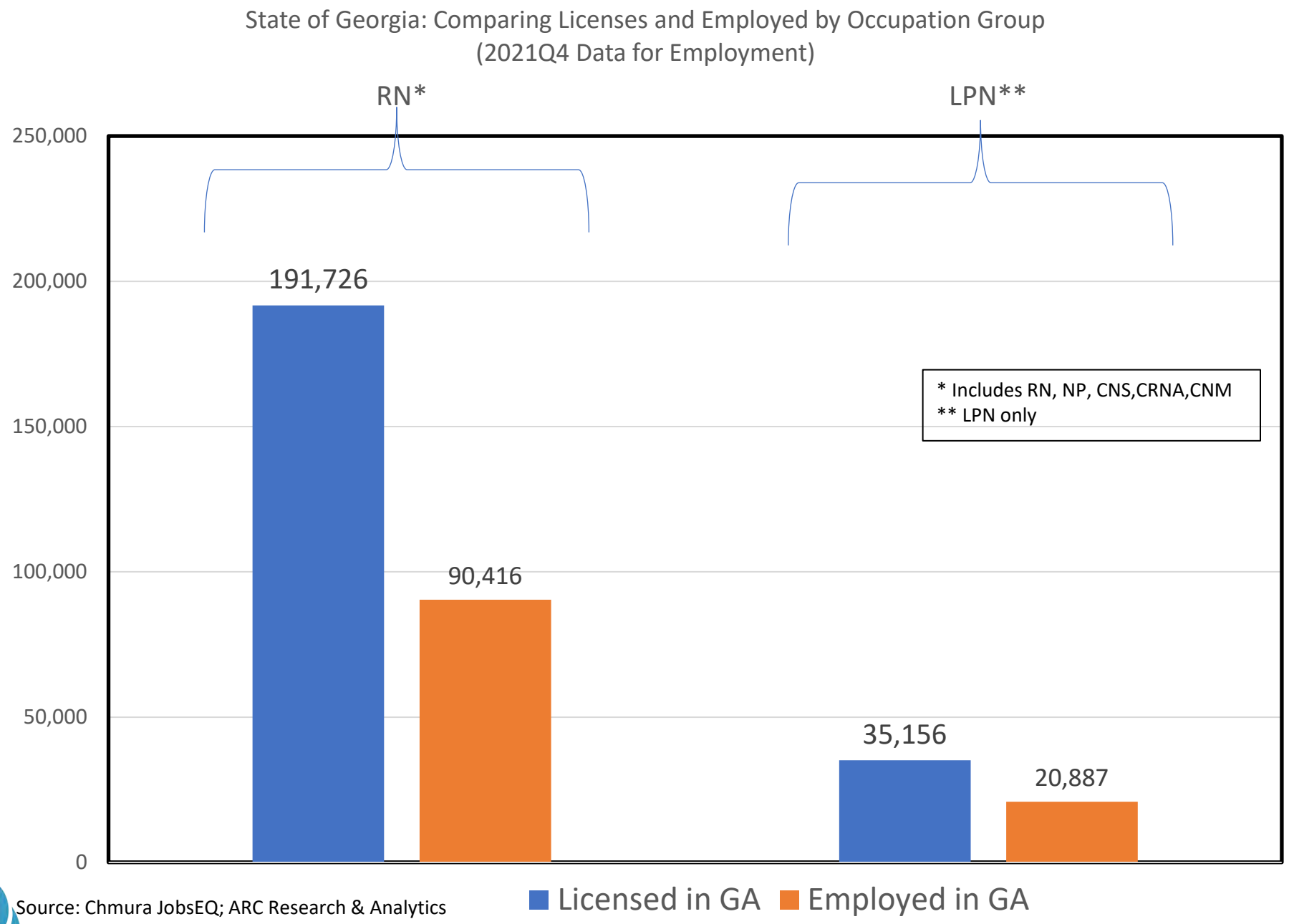
GEORGIA CENTER for NURSING EXCELLENCE

Comparing Licensed RNs/NPs and Employed* (In-State 2021Q3): Georgia

Source: JobsEQ; Atlanta Regional Commission RAG/ Nexus

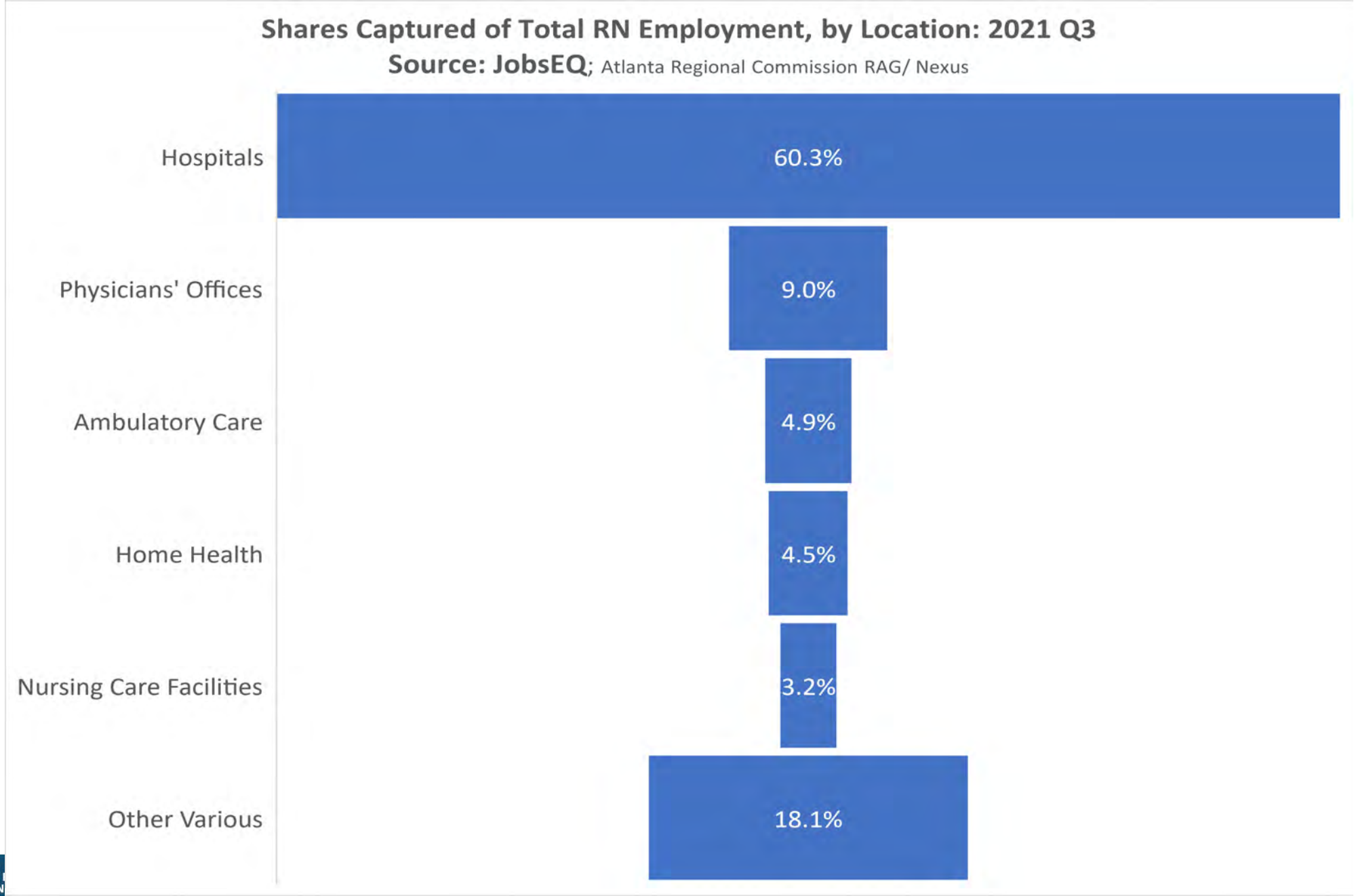


GEORGIA CENTER for NURSING EXCELLENCE



Source: Chmura JobsEQ; ARC Research & Analytics

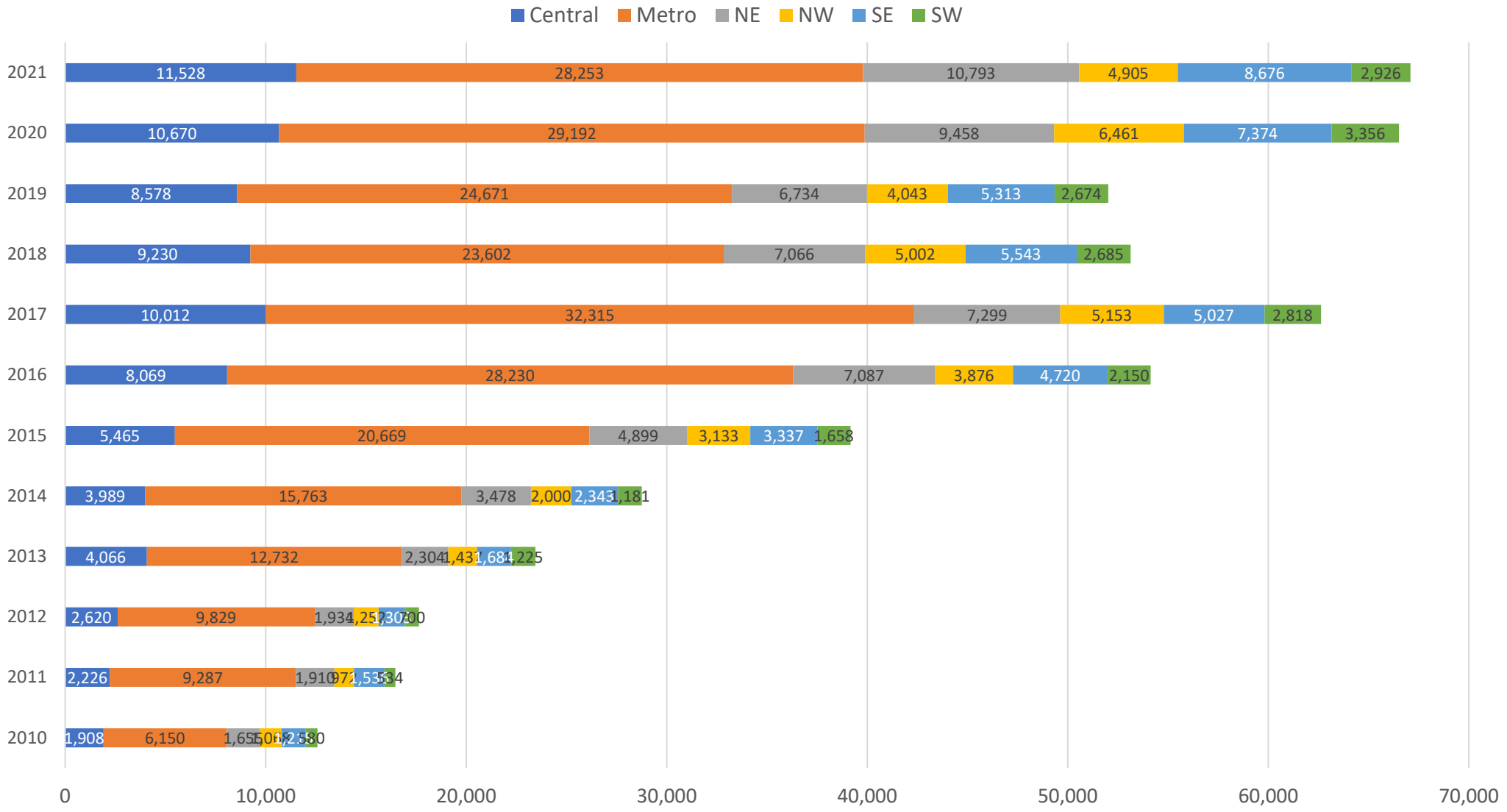
GEORGIA CENTER for NURSING EXCELLENCE



GEORGIA CENTE
for NURSING EXCELLEN

RN Job Postings Over Time: State of GA, by Regions; Full Year

Source: Burning Glass; Atlanta Regional Commission RAG/ Nexus



GEORGIA CENTER for NURSING EXCELLENCE

We want Georgia to be the place where:

- Nurses feel cared for and cared about
- Nurses can practice at the top of their license
- Nurses are recognized and appreciated for their meaningful work
- Nurses are an active participant in the decisions about their work
- Innovation is a part of the culture
- The collective effort of nurses moves the profession forward

GEORGIA CENTER for NURSING EXCELLENCE

Recommendations

Invest resources and funding in collecting, analyzing, and making nursing workforce data available to stakeholders

- To inform strategic decision making
- To inform short and long-term strategies
- To observe trends and anticipate change

Invest in structured leadership development and succession planning

- 45% of leaders feel they lack the necessary skills and confidence to do their job
- Leaders drive team engagement, impact patient outcomes and the patient experience

GEORGIA CENTER for NURSING EXCELLENCE

Recommendations

Invest in structured nurse residency programs to support the transition from student to practicing nurse professional

- higher retention rates
- Improved clinical confidence
- Decrease in burnout
- Improved patient outcomes

Change the message about being a nurse! Invest in getting the message out to the public through social media, public broadcasting, and other types of marketing

- Improve the understanding of nursing
- Share the meaningful stories
- Utilize different forms of communication to change the perception

GEORGIA CENTER for NURSING EXCELLENCE

Recommendations

Support and fund the transition to use ACEMAPP – use one repository system in Georgia for documentation required by clinical facilities for student onboarding and for clinical placement

- Decreases cost and time for student to complete requirements
- Increases ease of using multiple facilities for clinical rotations
- Increases ease of academic programs using one system

Come to agreement on consistent minimum standard requirements for student onboarding at clinical facilities – examples

- Tuberculosis clearance/screening
- HIPAA - privacy and security training
- Drug Screen
- Background Test

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Recommendations

Work with K-12 across the state, starting in elementary school, to bring awareness and increase interest in healthcare career:

- Increase awareness and preparation
- Increase workforce diversity by increasing access to healthcare careers in underserved areas
- Increase high school completion
- Increase college enrollment

Use Apprenticeship Programs as a pathway into healthcare:

- Support students who need to earn while learning
- Support employers with compensation
- Research shows improved staff engagement and retention

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Perfect Timing for Occupational License Reform

Nurses are vulnerable and at risk:

- Mental and physical well-being compromised
- Burnout
- Lingering concerns about COVID
- Violence in the workplace
- Cultural and political antagonism in healthcare
- Increased strain on workforce due to staffing
- Difficult working conditions
- Bullying
- Do not feel valued and respected
- Do not feel their voice is heard

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References

Medscape Report https://www.medscape.com/slideshow/2021-nurse-career-satisfaction-6014685#2

Health Affairs Forefront https://www.healthaffairs.org/do/10.1377/forefront.20220412.311784

Chmura JobsEQ as accessed, processed, analyzed by ARC/ Neighborhood Nexus

Lightcast (formerly EMSI Burning Glass) as accessed, processed, analyzed by ARC/ Neighborhood Nexus

2022's Best and Worst States for Nurses https://wallethub.com/edu/best-states-for-nurses/4041

https://www.bain.com/insights/a-treatment-for-americas-healthcare-worker-burnout/

https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf

GEORGIA CENTER for NURSING EXCELLENCE

Thank you!

Contact Information

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GEORGIA CENTER for NURSING EXCELLENCE

Healthcare Workforce Commission

October 18, 2022

Matthew Caseman

CEO, Georgia Nurses Association

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GNA has been and will continue to seek partnerships with Hospitals, Nursing Homes, Doctors, Physician Assistants, and all concerned stakeholders to alleviate the nursing shortage

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GNA Legislative Survey

- #1 Issue every year - Safe Staffing and Patient Safety
- Protections for Nursing Staff Against Workplace Violence
- Nursing Workforce (Recruitment, Retention, Data Collection)
- APRN Scope

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Nursing Workforce Solutions

Valuing the Existing Nursing Workforce

- Safe Staffing
- Workplace violence prevention
- APRN Scope

Investing into the future of the nursing profession

- Increased support and attention given to schools of nursing
- Increased funding and support for the Georgia Board of Nursing

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Safe Bedside Nurses Staffing

What we need…

- Not a Ratio Mandate
- Acknowledgment, Respect, Appreciation and Investment

How it can help…

- Improved workforce morale
- Decreases burnout
- Nurses that feel both empowered and appreciated
- Higher quality patient care
- Increases retention, decreasing costs for onboarding new hires

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Safe Bedside Nurse Staffing

- ***No Ratio Mandate!!!!!***
- ***HB1609 (Rep. Pirkle, Rep. Hatchett)***

1. Creation of Nurses Staffing Committee:

- Requires that a "Nurse Staffing Committee" composed of members representative of the types of nursing services provided be established as a standing committee of the Hospital.
  - Committee Composition:
    - The Hospital's Chief Nursing Officer
    - At least 50% of committee members will be RNs that provide direct patient care during at least 50% of their work time and are selected by colleagues that also work in direct care at least 50% of their work time.
  - Nurse Staffing Committee will meet ,at least, quarterly and develop recommendations to a Hospitals governing body for a Nurses Services Staffing Plan (NSSP)

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HB 1609 cont'd

2. Hospital obligations to Nurse Staffing Committee:

- Hospitals must adopt a written Nurse Services Staffing Plan (NSSP) in order to ensure that there is an adequate number and skill mix of nurses to meet the needs of patients that considers recommendations of the nurse staffing committee.
- The NSSP must be utilized as a component of setting the nurse staffing budget.
- Nurses are informed at the beginning of each shift the current staffing level for that shit relative to levels prescribed in the NSSP
- Annually Report to the Department of Community Health on the existence of a Nurse Staffing Committee and Nurse Services Staffing Plan

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HB 1609 cont'd

3. The Department of Community Health:

- Maintain a secure online portal to be used by hospital staff to report unsafe staffing condition in any hospital
- Direct the Division of Healthcare Facility Regulation to investigate all reposts of unsafe staffing conditions at a hospital in order to determine if there is noncompliance with that hospitals adopted NSSP.

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HB109 cont'd

4. Establishment of Advisory Commission:

- 9-member commission which is convened annually in order to evaluate the effectiveness and outcomes of "Nurse Staffing Committees"
- Must submit a report that includes recommendations for any further legislative action that would improve the working conditions for nurses and quality of care for patients in Georgia Hospitals.

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Examples from around the Country

Nevada, Texas, Ohio, Connecticut, Washington, and Illinois have passed state legislation requiring hospitals to have either staffing plans or committees to ensure safe nurse staffing.

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Workplace Violence Prevention

What we need…

- Acknowledgement that healthcare workers have an increase likelihood of being assaulted at work
- A standardized process and level of expectations regarding how workplace violence at the bedside is addressed and managed

How it can help…

- Deterrence through awareness
- Boosted morale overall and lessened burnout
- Mitigating fear associated with the absence of a defined process for reporting workplace violence

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Workplace Violence Prevention

- On June 15, 2022 Louisiana Governor, John Bel Edwards, signed HB312 into law
- Louisiana HB312 was bi-partisan and passed with overwhelming support from both parties
- HB312 was also supported by the Louisiana State Nurses Association and the Louisiana Hospital Association; viewed as a necessary step in the right direction towards securing healthcare facilities against workplace violence and putting into place a process for reporting and prosecuting incidents of violence against healthcare providers
- Georgia can stand with healthcare providers through the passage of similar legislation

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Workplace Violence Prevention Recommendations

- Require the posting of certain cautionary signage at licensed healthcare facilities
- Require that Hospitals develop “Healthcare Workplace Violence Prevention Plans” and orient all staff to the details of said plan
- Require that acts of workplace violence occurring at licensed healthcare facilities be reported to proper authorities by the healthcare facilities on behalf of staff person assaulted
- Ensure a process for reporting workplace violence that precludes retaliation against staff at a licensed healthcare facility
- Require that Department of Community Health maintain public information on its website regarding healthcare workplace violence
- Authorize enforcement actions by DCH for noncompliance by a licensed healthcare facility

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Increased Support for Schools of Nursing

What we need…

- Nationally, over 80,000 qualified candidates for nursing school are turned away due, in large part, to a shortage of nursing faculty
- In Georgia, ALL programs educating nurses have vacant faculty positions and struggle to seat potential new nurses due to shortages and attrition of faculty
- The state of Georgia can invest in the future of nursing by increasing support for Schools of Nursing

How it will help…

- An influx of Funding will provide for:
  - Competitive salaries for faculty
  - Program and Facility Expansion
  - An increase in the number of qualified potential new nurses educated annually.

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Increased Support for Schools of Nursing

- According to the AJC articled linked below, Georgia has already allocated all but $150 million of the American Rescue Plan funds approved by Congress. Many states are utilizing ARPA funds to provide support for their schools of nursing. The remaining, Georgia, funds could and should go towards supporting schools of nursing and reducing the nursing faculty shortage.

  https://www.ajc.com/politics/kemp-allocates-nearly-all-of-48-billion-in-fed-covid-19-funds-ahead-of-election/POCNYAC5UVGYHKBP4IIXPZ5WFI/?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_5270273

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Increased Support for Schools of Nursing

Examples of Investments by other states:

- Arizona: $47 million in workforce funding (i.e. faculty and clinical preceptorships). Additional funding for rotations
- Florida: $150 million in total funding for new programs, increasing the nursing pipeline to colleges and universities. $20 million of which allocated for nursing faculty. In addition to nursing loan repayment and hometown heroes program. (Article)
- New Mexico: $15 million in recurring funding via an endowment for nursing faculty increases
- Wisconsin: $5 million budget allocation for nursing faculty increases based of degree
- Texas: $25 million to support Texas nurses through loan repayment, financial aid for nursing students, and to accelerate innovation in nursing education. (https://www.texasnurses.org/resource/resmgr/docs/press_releases/Texas_Nurses_Applaud_Inclusi.pdf)

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Increased Funding and Support for Georgia BON

What we need…

- Despite being the 2nd most populous occupation in the state and generating more revenue than all the licensed profession combined…….
- The Georgia Board of Nursing remains under financed and staffed in order to effectively regulate and support the nursing profession
- More funding and staff for GBON is needed

How it will help…

- Additional funding and resources will help the GBON fulfill its mission which is to protect, promote, and preserve the public health, safety, and welfare through legislative regulation and control of registered professional nurses' education and practice
- Additional funding, support and staff will allow for the profession to be regulated appropriately relative to the needs of the state's 140,000+ licensed RNs

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Scope of Practice

Georgia Public Policy Foundation
September 15, 2022

▶Addressing Georgia's Healthcare Disparities: The Benefits of Full Practice Authority for Nurse Practitioners and Physician Assistants
https://www.georgiapolicy.org/publications/addressing-georgias-healthcare-disparities-the-benefits-of-full-practice-authority-for-nurse-practitioners-and-physician-assistants/

▶Changes to the existing criteria for protocol agreements

▶Ordering Schedule II

▶Separate APRN License

▶Allowing full practice authority for nurse practitioners and physician assistants not only contributes to improved healthcare outcomes but allowing them to practice independently is associated with improved economic outcomes for these underserved populations.

▶26 states allow full practice authority for Nurse Practitioners

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Georgia Healthcare Workforce Commission Open Forum

Presenting Organization:

Georgia Board of Nursing

Tammy Bryant

President

Georgia

Board of Nursing

Health Care Workforce Presentation

Tammy Bryant, MSN, RN
Georgia Board of Nursing President
October 18.2022

Board Mission

To protect, promote, and preserve the public health, safety, and welfare through legislative regulation and control of licensed practical and registered professional nursing education and practice.

Nursing Regulation

Education – The Board approves all pre-licensure educational programs

Licensure-The Board ensures licensed individuals meet the statutory and regulatory requirements for licensure and have the necessary education, training, and skill to practice with reasonable skill and safety

Discipline- The Board is responsible for enforcing the Georgia Nurse Practice Act and Board Rules.

Practice – The Board promulgates rules and regulation surrounding nursing practice within the boundaries of the law. The Board serves as the enforcement surrounding the practice of nursing and advanced practice in nursing.

Board Regulation

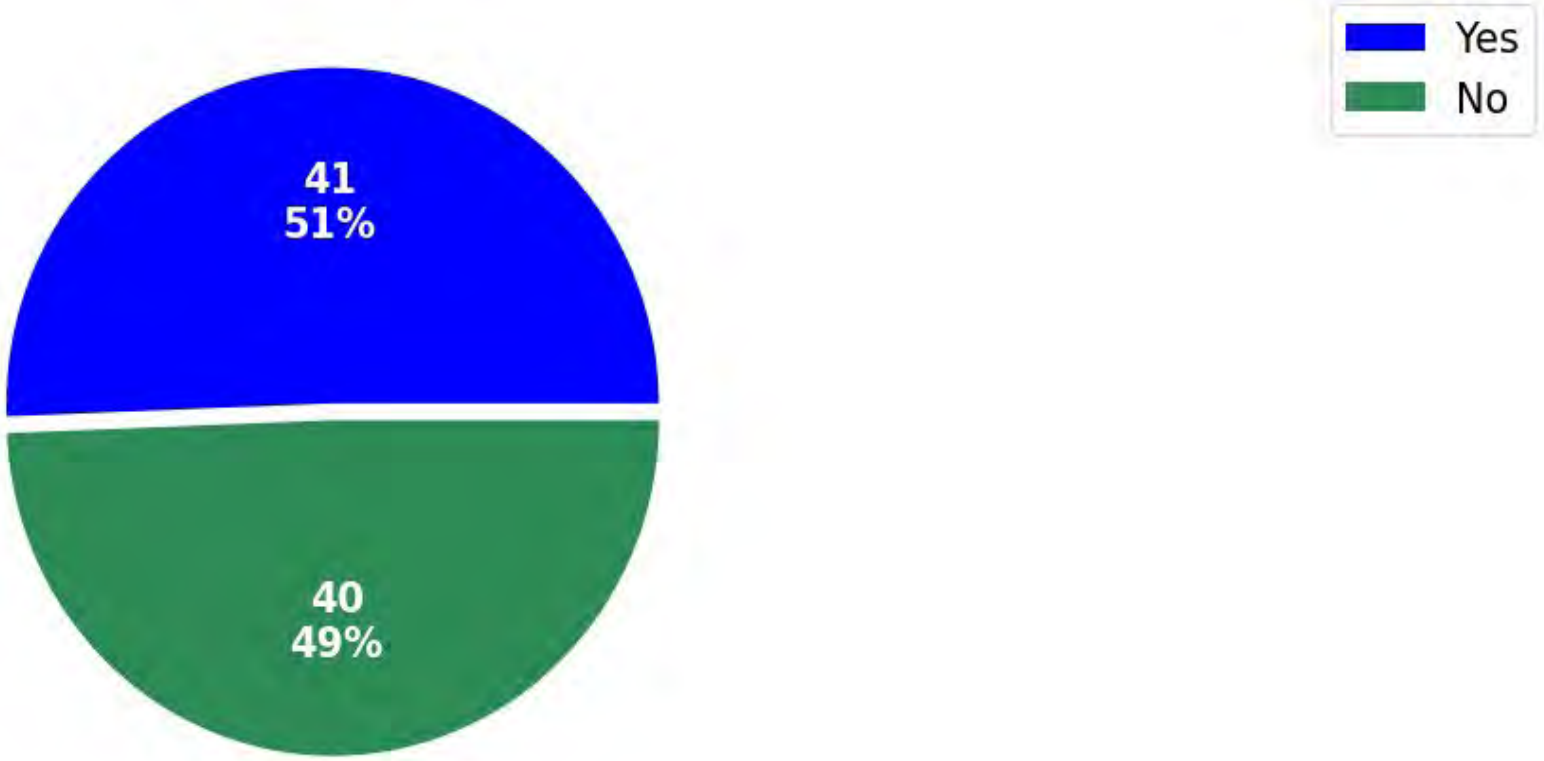
Currently, the Board's work includes the regulation of:

139,495	30,385	20,132	85
Registered Nurses	Licensed Practical Nurses	Advanced Practice Registered Nurses	Nursing Education Programs

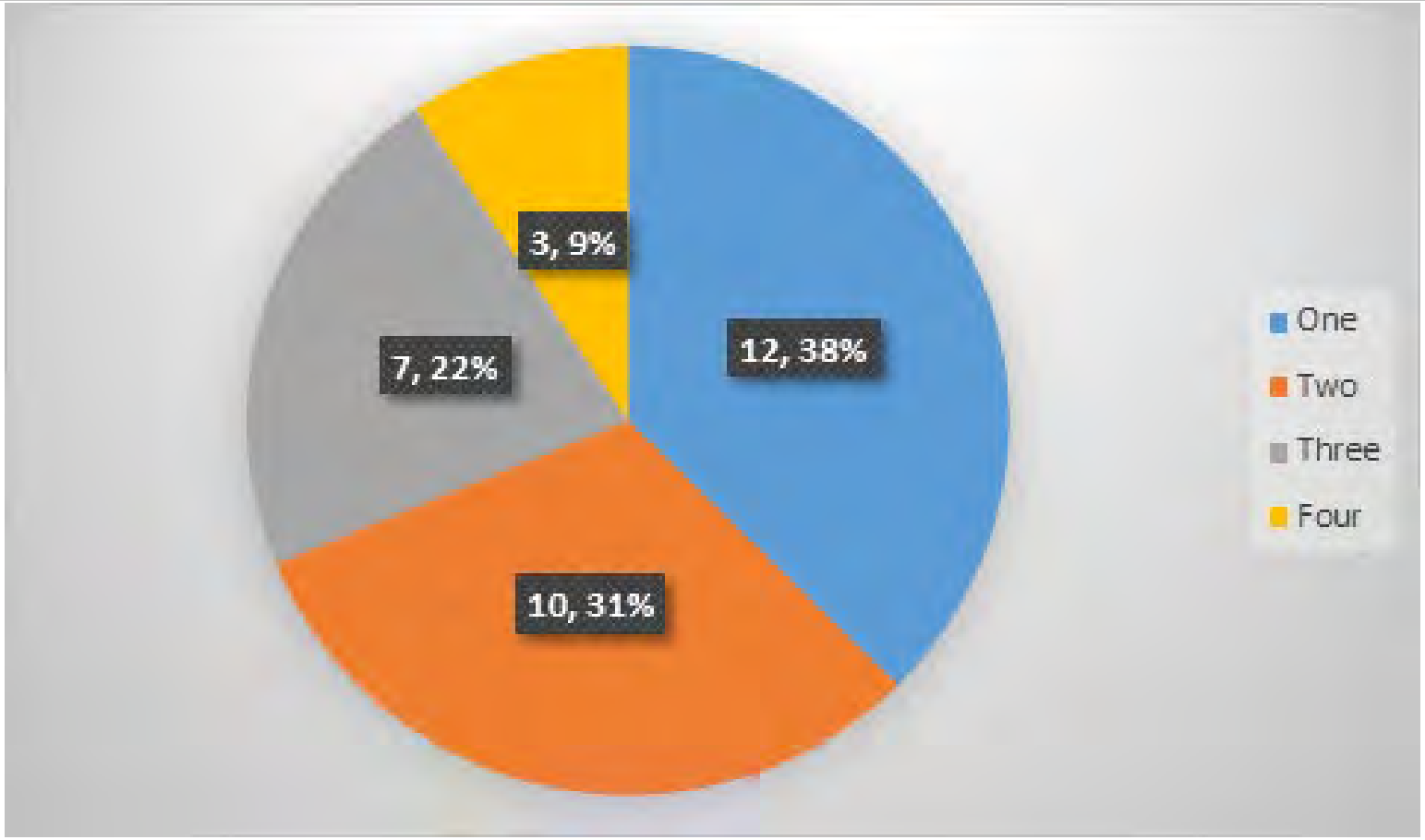
Nursing Education in Georgia

Nursing Education Programs and Approval Status					
Program	Developmental	Initial	Full	Conditional	Total
LPN	0	0	21	1	22
RN(ASN)	0	1	26	2	29
RN(BSN)	1	2	26	3	32
RN(MSN)	0	1	1	0	2
Total	1	4	74	6	85

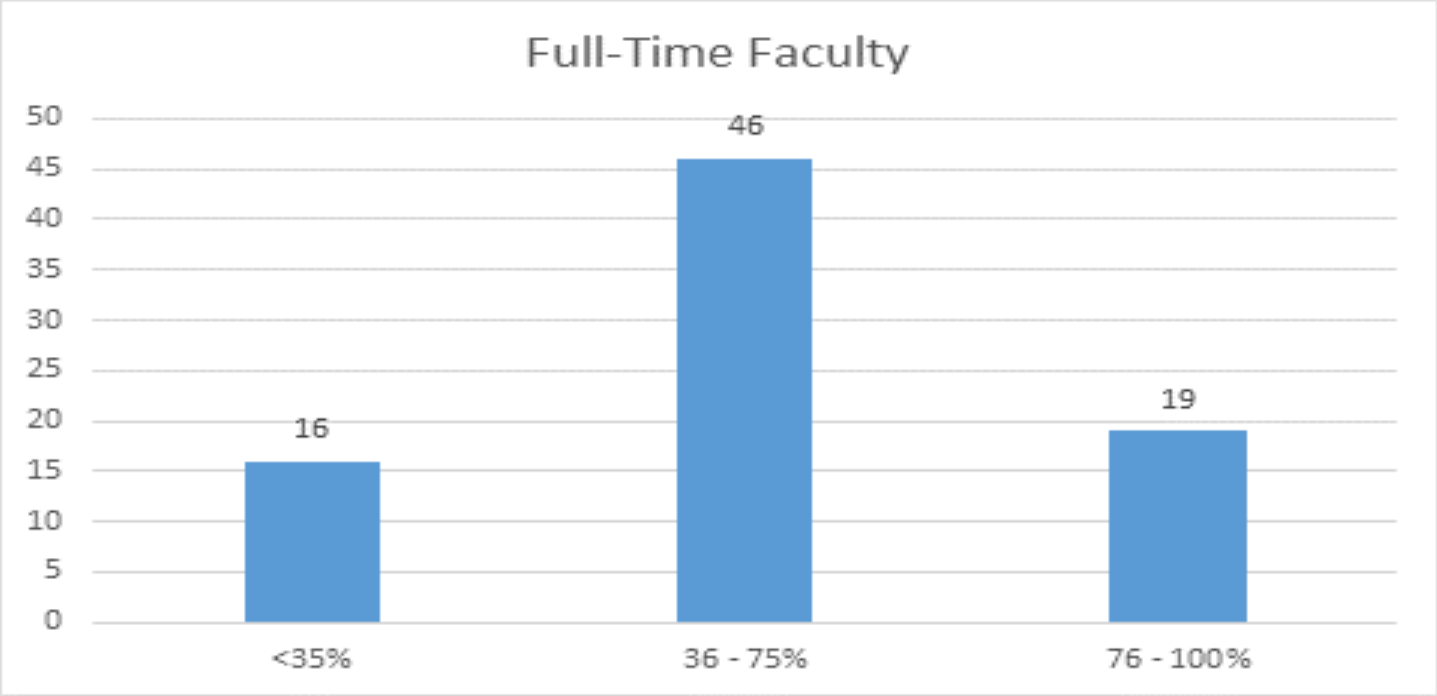
Education Program Data – Organizational Change



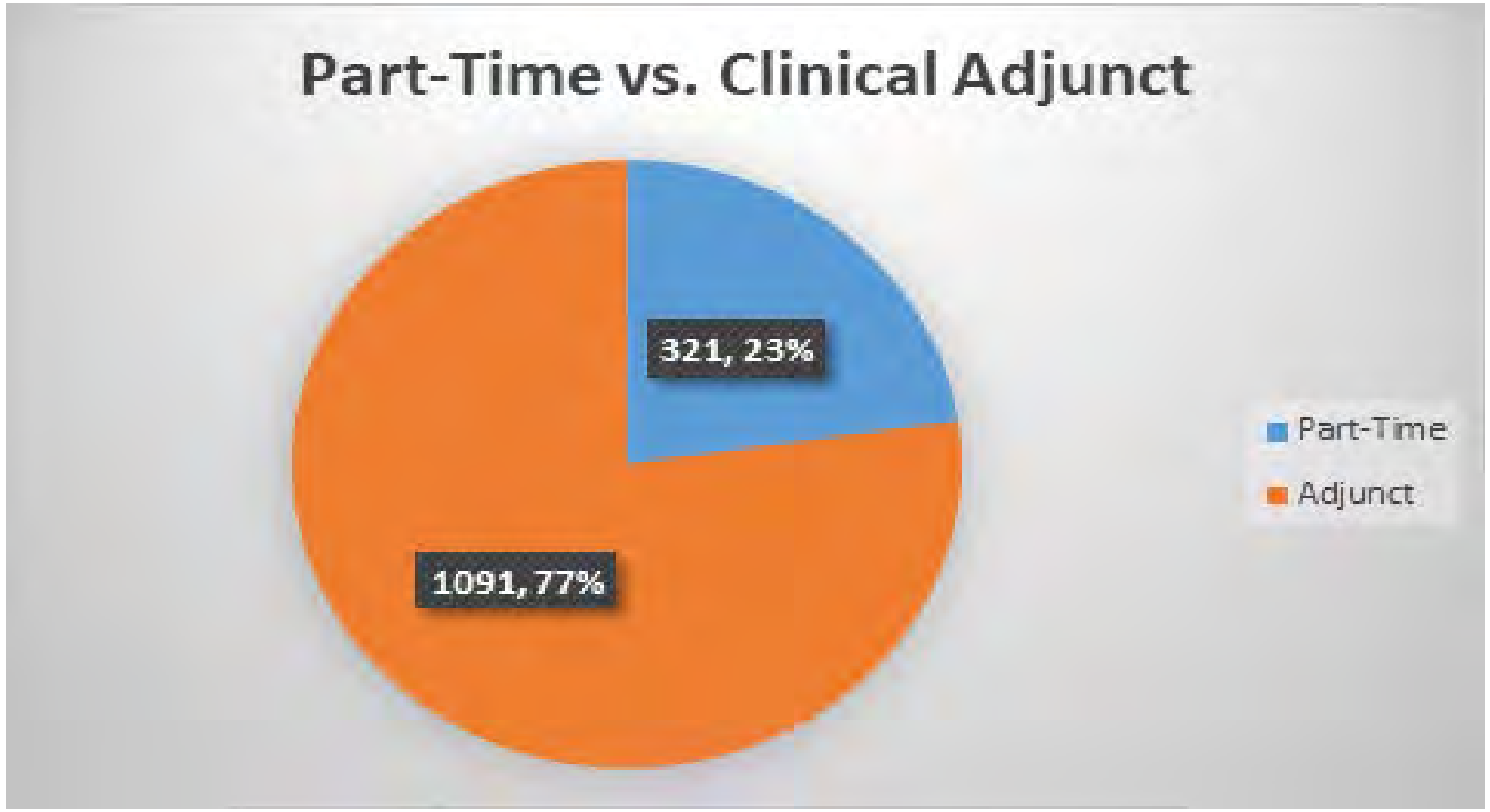
Nursing Program Directors Changes



Nursing Full-time Faculty



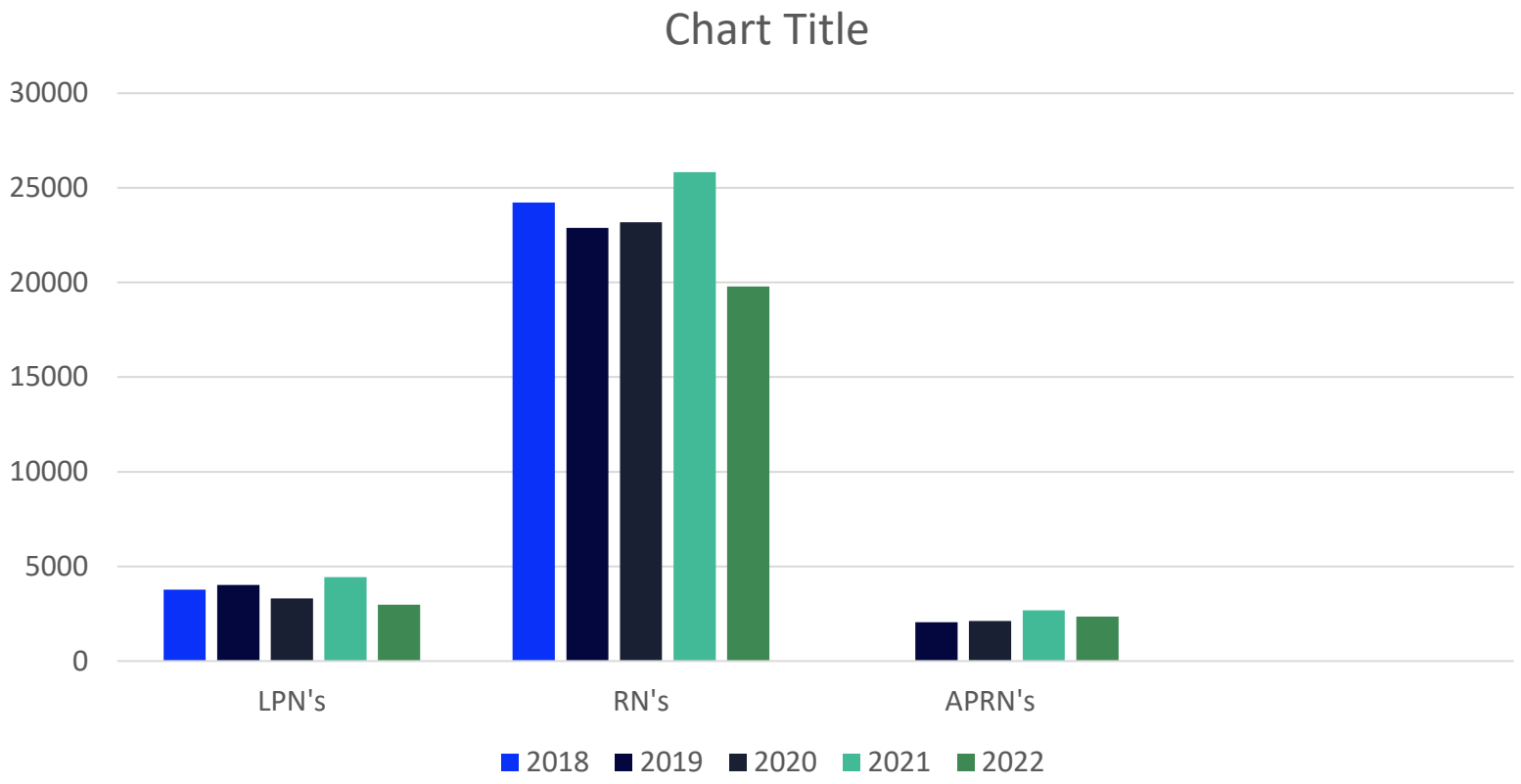
Part- time/ Clinical Adjunct Faculty



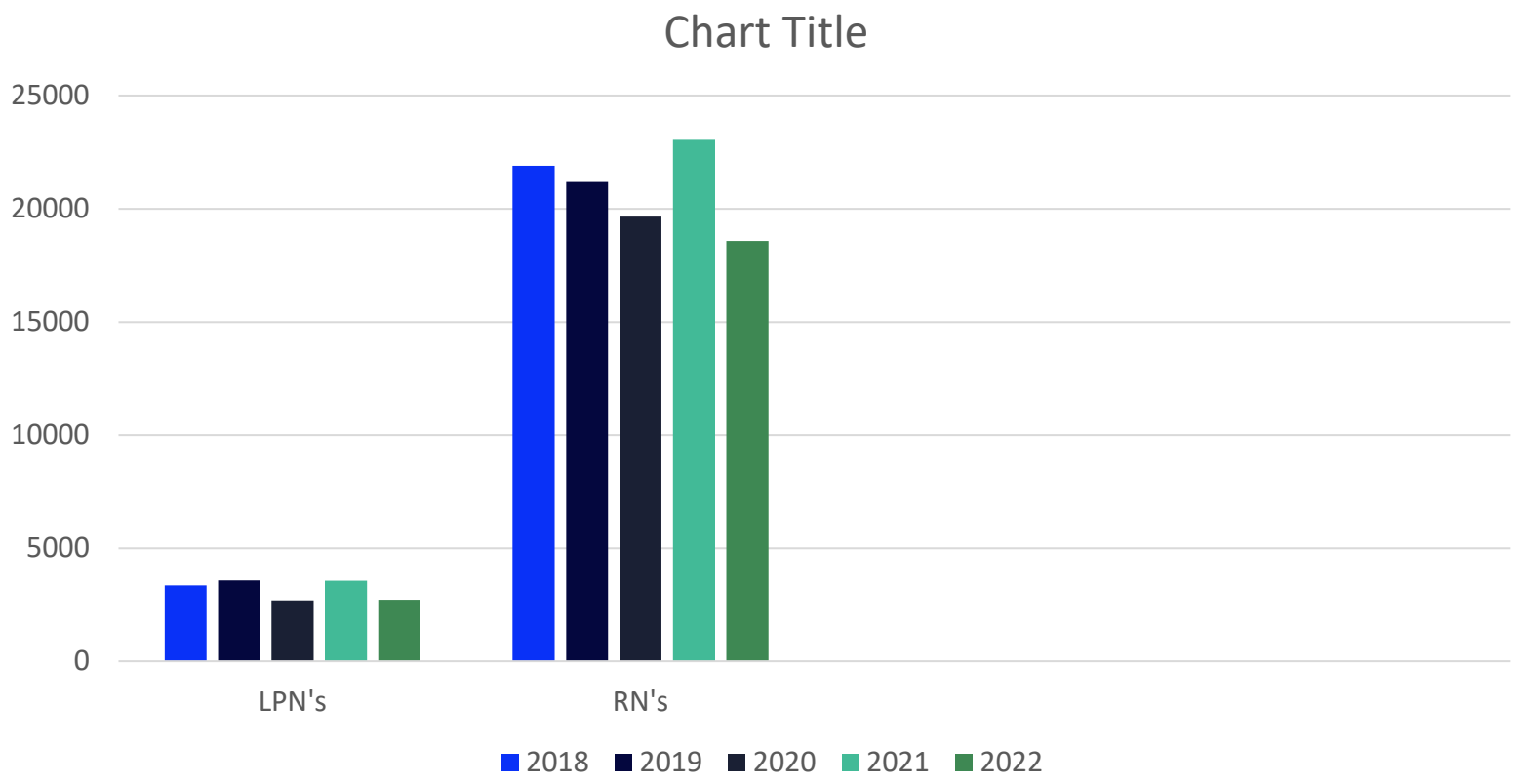
2020-21 Aggregate Report NCBSN

- 112,147 enrolled students
- 8,263 full-time faculty
- 3,104 part-time faculty
- 7,768 clinical adjunct faculty
- 73.7% of the programs had at least 35% full-time faculty, a quality indicator supported by the evidence.

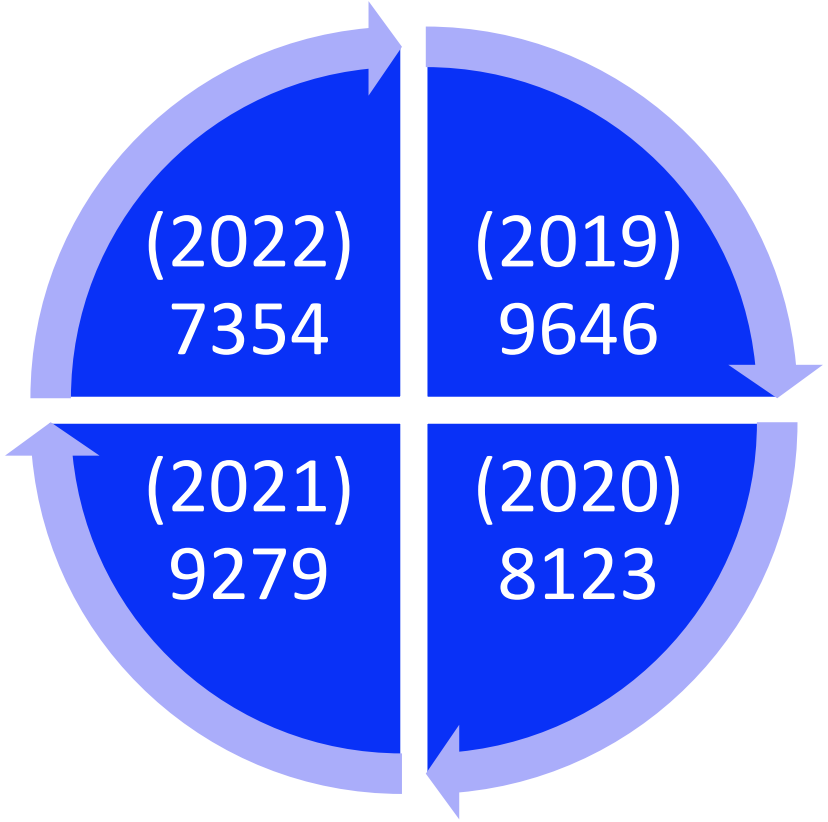
Applications



Licenses Issued



Call Center Numbers



Complaint Statistics

Complaint Statistics	
Fiscal Year	**Complaints Received**
FY(2021)	1985
FY (2022)	1847
FY 2023	518

Complaints and Reporting

- Complaints may be submitted by mail, email or using the online complaint portal on the Board's website at www.sos.ga.gov/plb/nursing.
- Complaints are triaged according to Board guidelines
  - May be referred to Investigations
  - Staff may request additional information
  - Case files are reviewed by legal/disciplinary nurse consultants and a recommendation is forwarded to the Board.

Complaint Types

Complaint Type	
Action in Another Jurisdiction	Imposter
Arrest/Conviction	Malpractice
Drug Diversion/Impairment	Patient Abandonment
DUI	Patient Abuse
Fraud	Practicing Beyond Scope
Impairment	Substandard Care
	Unprofessional Conduct

Discipline Process

- Cases are reviewed by the Board
  - The Board may take the following actions:
    - Close the case with no action
    - Close the case with a letter of concern
    - Close the case with a mitigating letter
    - Probation
    - Suspend the license
    - Revoke the license
    - Issue a private or public reprimand
      - Fine
      - Remedial courses
      - Monitoring
      - License limitations

Alternative Discipline Program

- This would be a program established for the purpose of monitoring and rehabilitation of impaired healthcare professionals
- Benefits of ATDP include that the licensee is typically placed under a monitoring contract or agreement much more quickly than if the full investigative process must be completed before the file is referred to the Attorney General's Office for a consent order or hearing.
- In most jurisdictions, when the complaint or self-report is received, the licensee has a limited amount of time to agree to participate in the ATDP before the disciplinary process begins.
- This would result in increased protection for the public since the licensee would be monitored.

Legislation

New Bills for 2023 for UAPRN

House Bill 430

House Bill 369

House Bill 1013

Update @8 will resume in December 2022

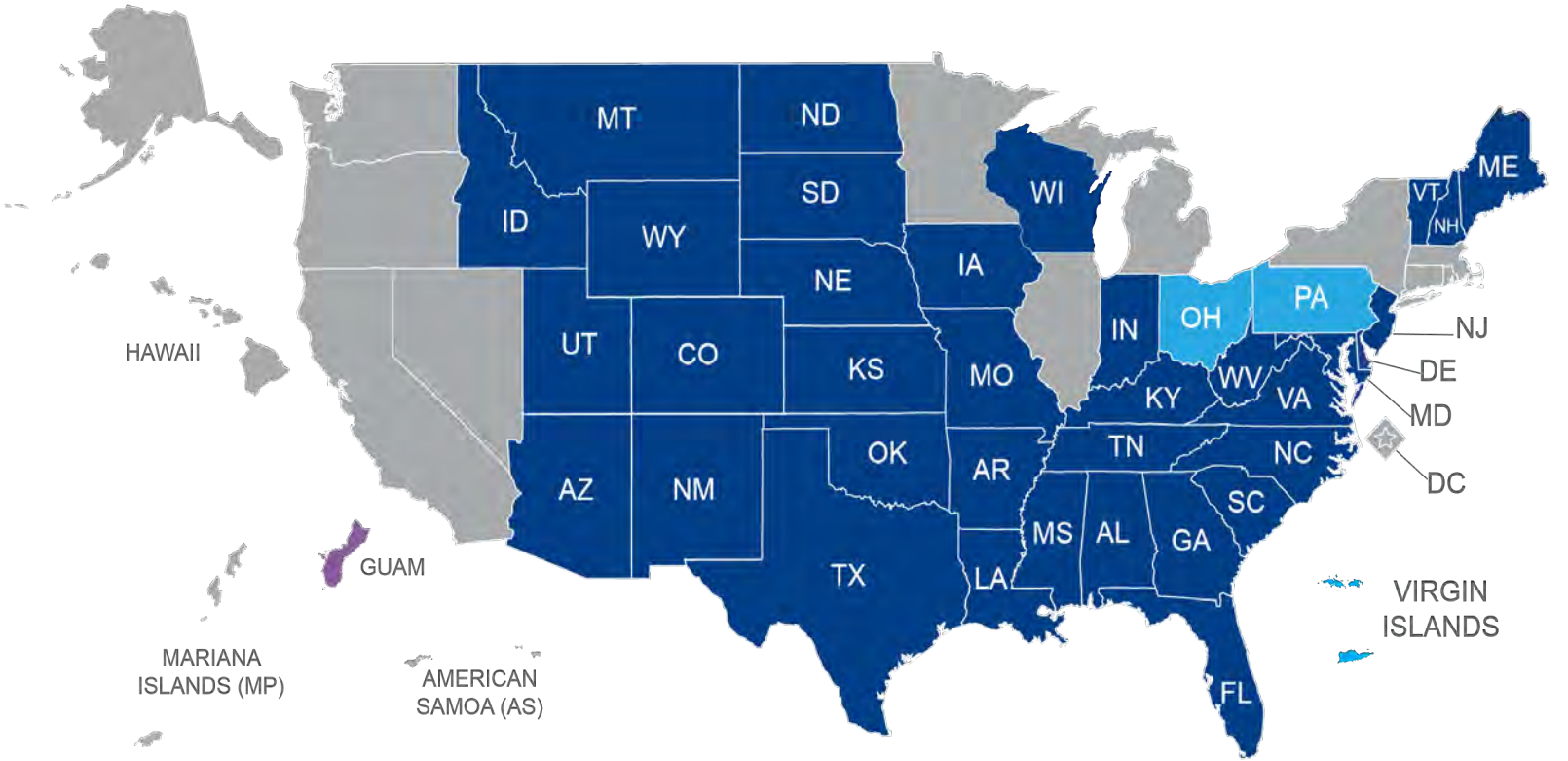
Nurse Licensure Compact

NLC NURSE LICENSURE COMPACT

Unlocking Access to Nursing Care Across the Nation

NLC States

39 states have enacted the NLC



NLC States | Partial Implementation | Currently No Action | Enacted NLC, Awaiting Implementation

Pending NLC States

Nurse Licensure Compact

36 states have enacted the Nurse Licensure Compact

License Type	Amount
Registered Nurse eNLC	49566
Licensed Practical Nurse- eNLC	8730
Total	**58,296**

Board Resources

- NURSYS (www.nursys.com)
- e-Notify (www.nursys.com)
- *The Georgian Nurse (www.sos.ga.gov/plb/nursing)*
- Imposter Alert Website (www.sos.ga.gov/plb/nursing)
- Affinity eHealth
- www.ncsbn.org
- NCSBN Regulatory Guidelines and Evidenced–Based Quality Indicators for Nursing Education Programs.

Questions?

Tammy Bryant
tbryant@southernregional.edu

Georgia Healthcare Workforce Commission
Open Forum

Presenting Organization:

Georgia EMS Association

Kim Littleton, *Executive Director*

&

Chad Black, *Chairman*

The mission of the Georgia Emergency Medical Services Association is to advocate for the emergency medical provider, develop educational programs, liaison activities, provider benefit programs, and improvements to the Emergency Medical Service System in Georgia.

GEMSA
Georgia EMS Association

Georgia Trauma Commission
Right Patient, Right Hospital, Right Time, Right Means

GEMSA is honored to partner with the Georgia Trauma Care Network Commission to provide quality training and needs for EMS in Georgia

2022FY ACOMPLISHMENTS

Grant Class	# of Classses Planned	Students Enrolled	Students Completed	Completion % Rate	Contact Hours
Trauma Skills Labs & Instructor Development	10	1040	976	94%	3136
EMR/EMT Program	21	434	271	62%	60820
EMS Instructor Tech	3	49	47	96%	2256
EVOC Train the Trainer	4	70	53	76%	848
Axioms of Leadership	3	29	26	90%	520
Low Angle Rope	2	35	32	91%	512
PHTLS Program	22	174	293	168%	4176
TECC	20	198	221	112%	3536
Arbinger	1	27	26	96%	416
Farm Medic	10	201	284	141%	6680
Auto Extrication	6	161	158	98%	3792
Educator Platform (reallocated from 1 Axioms Class)		1292	1292	100%	12920
Leadership Class		26	26	100%	4160

Contact Hours
103772

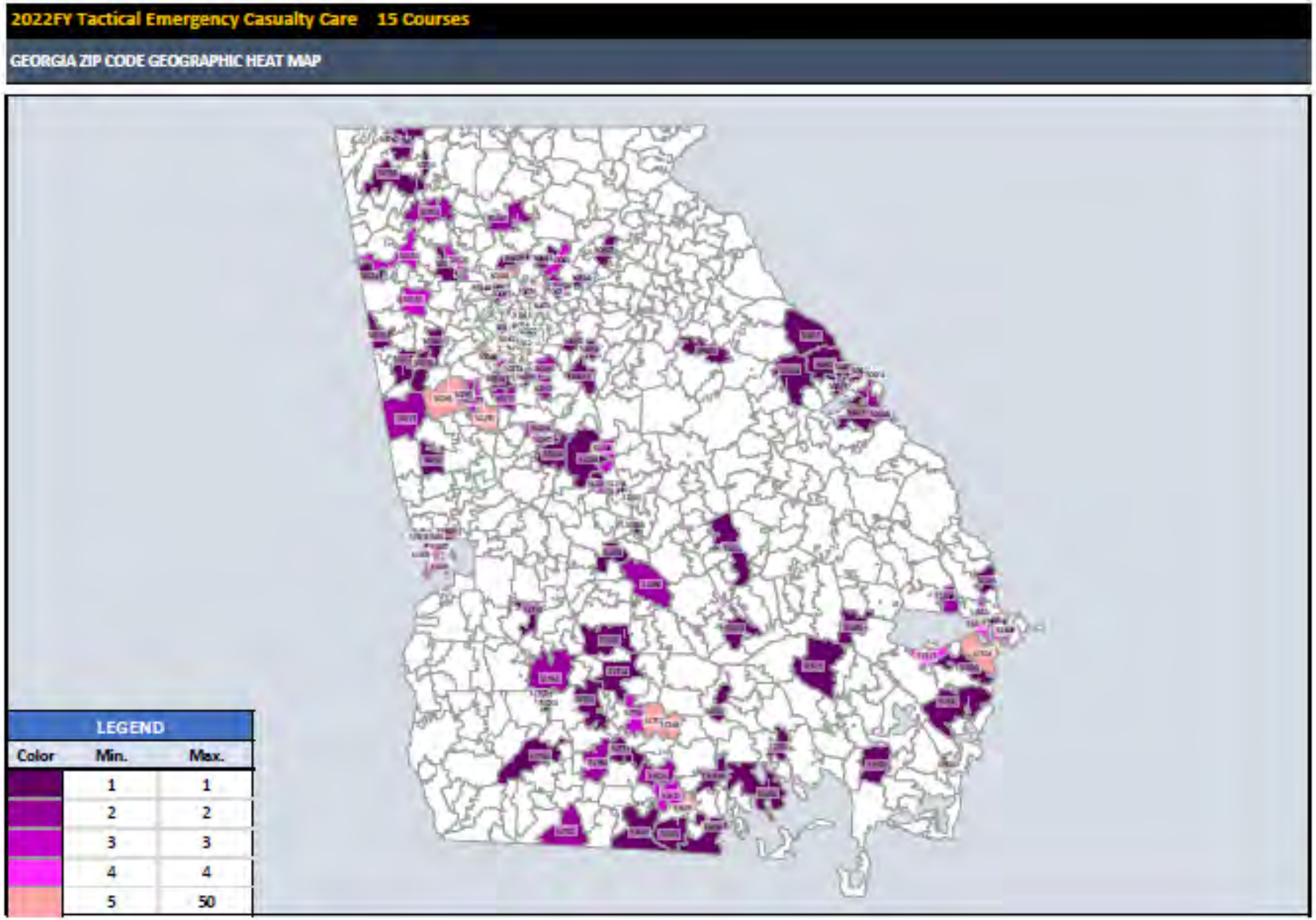
LEADERSHIP PROGRAM

12 YEARS
300 PROGRAM ALUMNI

2022/2023FY 26 STUDENTS ENROLLED

TACTICAL EMERGENCY CASUALTY CARE

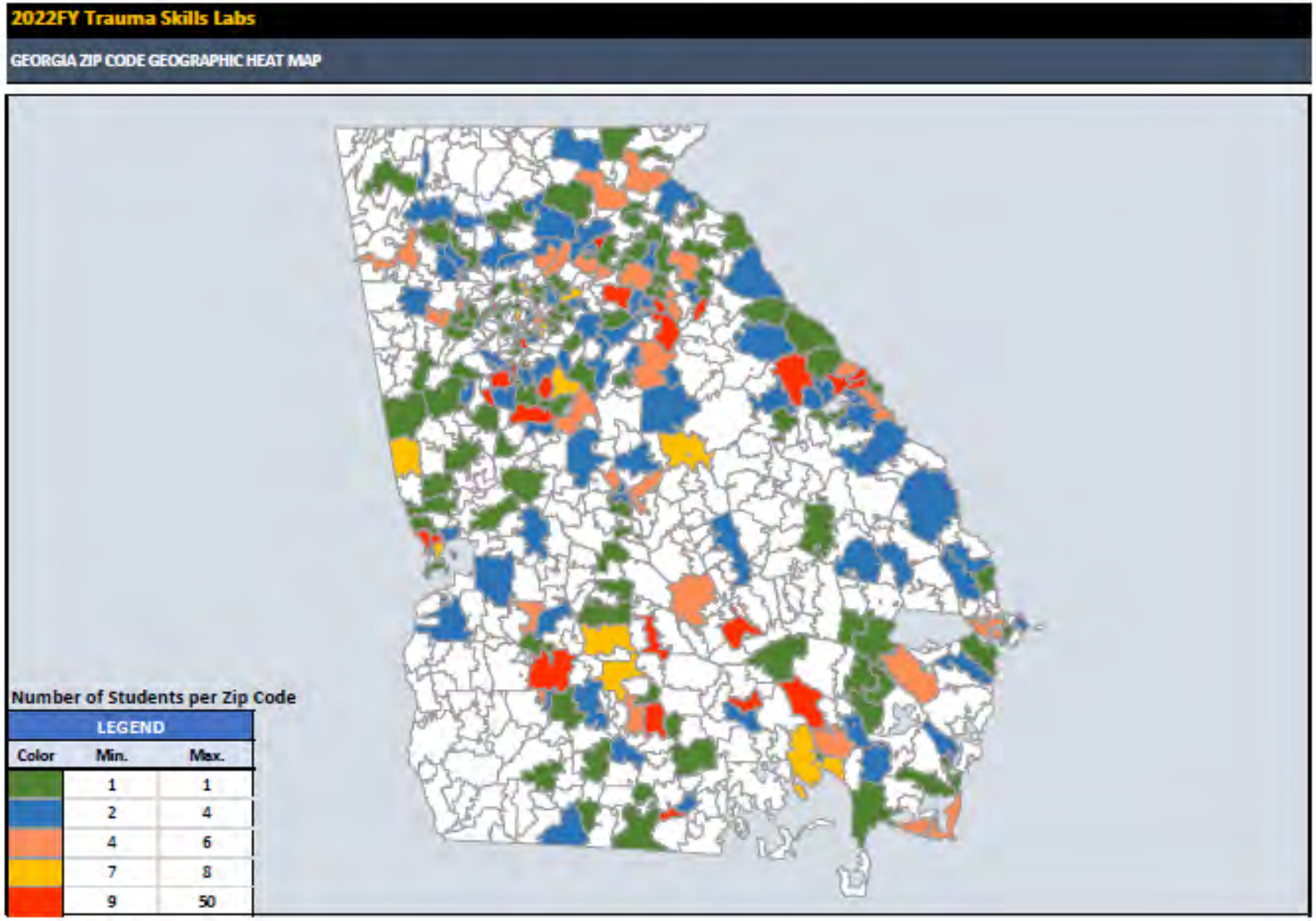
- 11 Courses
- 221 students



TRAUMA SKILLS LABS

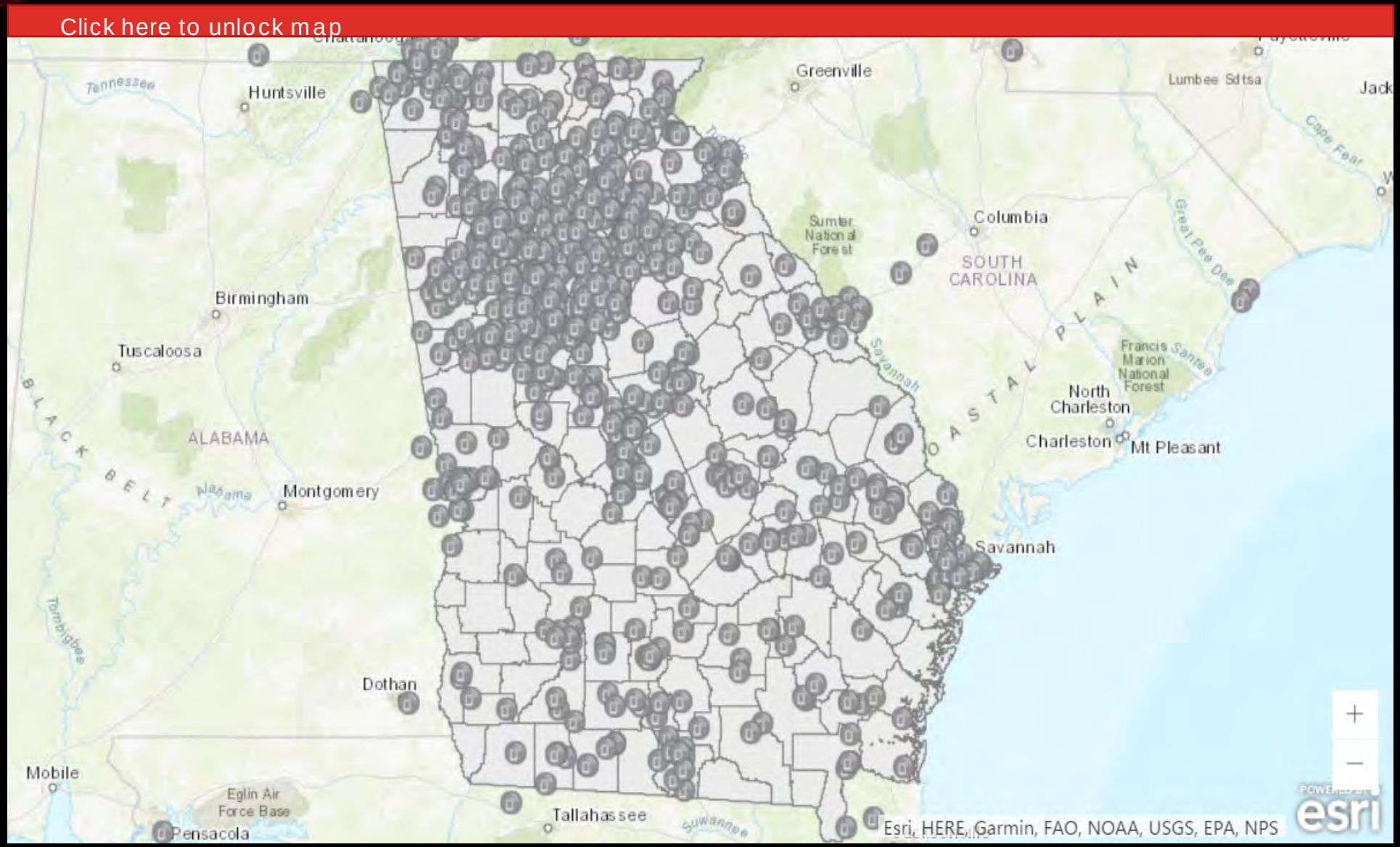
10 Courses

976 Students



2022 GEMSA EDUCATORS AND PROVIDERS VIRTUAL CONFERENCE

897 People Trained



Trauma Skills Labs

Region 1 Cherokee Co Oct 7
Region 2 Hall Co. Oct. 27
Region 3 Douglas Co TBA
Region 4 Butts Co Dec 16
Region 5 Bibb Co TBA
Region 6 Columbia Co TBA
Region 7 Muscogee Co Date TBA
Region 8 TBA
Region 9 Bulloch Co Apr 26
Region 10 TBA

Trauma Courses 25 Grants to Award

PHTLS, ITLS, EPC, AMLS, GEMS

Grant process opened until 8/25/2022
As of 8/11/2022 23 applications

EVOC Train the Trainer

Chatham Co November 2022

Farm Medic & Machinery Extrication

Appling Co Nov 19 & 20
Bacon Co Oct 1 & 2

TECC Courses

Lowndes Co Sept 17 & 18
Muscogee Co Sept 23 & 24
Tift Co Oct 1 & 2
Coweta Co Oct 29 & 30
Columbia Co Nov 18 & 19
Dawson Co Dec 10 & 11
Floyd Co Dec 16 & 7

EMR – EMT

Alma-Bacon Co
Athen Clarke
Big Canoe PS
Bulloch Co
Camden Co F&R
Clayton Co
Bibb Co – Community
Dade Co
Decatur Co
Elbert Co
Emory – Dekalb Co
Long Co – Excelsior
Franklin Co
Sumter Co- Gold Cross
Greene Co
Heard Co
Pike Co
Screven Co
Talbot Co

Appling Co
Atlanta Fire Rescue
Brantley Co
Calhoun Co
Charlton Co
Colquitt Co
Crisp Co
Dodge Co
Douglas Co
Emanuel Co
Muscogee- EMS Care
Fannin Co
Richmond – Gold Cross
Fulton Co – Grady
Habersham Co
Bleckley Co – Heartland
Walker Co – Puckett
S. Fulton FR
Taylor Co

Jackson Co
Jeff Davis Co
Laurens Co
Lincoln Co
Macon Co
Chatham Co – Mercy
Meriwether Co
Bartow Co - Metro
Paulding Co - Metro
Cobb Co - Metro
Mitchell Co
Clarke Co - National
Newton Co FR
Oconee Co
Oglethorpe Co
Peach Co
Rabun Co
Stephens Co
Twiggs Co

Toombs Co
Valdosta FR
Warren Co
Washington Co
Wilcox Co
Worth Co
Lanier Co

STAFFING

- Less Licensed Medics
- Wall Time
- Work Design
- Fatigue

VOLUME OF WORK

- Increased Utilization By The Public
- Increase Utilization by Hospitals
- Physician Offices etc.

GEMSA INITIATIVES

- Retirement Opportunities
- Working to Develop Southeast US Consortium
- Centralized Recruitment System
- Government Affairs Training for Membership

QUESTIONS

KIM LITTLETON
229-402-2240

DIRECTOR@GEORGIAEMSASSOCIATION.COM