

Washington's Health Workforce Sentinel Network -- Findings for Registered Nurses (RNs)

Sentinel employers in Washington provided information to the Washington State Health Workforce Sentinel Network at 5 data collection points between July 2016 to September 2018. This brief summarizes some of the findings for RNs. More detailed findings are available from the Sentinel Network's interactive dashboard at www.wasentinelnetwork.org.

By facility type:

RNs are the top occupation with exceptionally long vacancies recently reported by

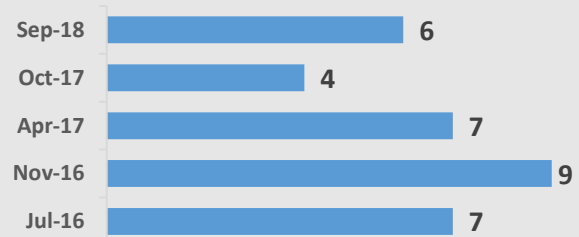
- Small (25 beds or fewer) acute care hospitals
- Skilled nursing facilities

RNs also among occupations with long vacancies in

- FQHCs/community clinics
- Behavioral health/mental health clinics
- Psychiatric/substance abuse hospital
- Large acute care hospitals
- Schools
- Specialty medical clinics

By state region:

Number of ACH* regions (out of 9) in which RNs were the most commonly reported occupation with exceptionally long vacancies by employer Sentinels



*Accountable Communities of Health

Examples of reasons for RNs' exceptionally long vacancies*

RNs in Hospitals

- *Limited skilled RNs willing to come to this rural area (need ED and CCU RNs). Nights hard to fill.***
- *Labor, Delivery, Recovery And Postpartum. Once a nurse has come here they love working here. In the past we had students do training here and we always had lots of applications... we need to open more spots for students to get trained, we have...CNAs our staff who would make great nurses, but cannot get into a nursing program***
- *Too many open positions elsewhere and traveling companies are scooping up [RNs at] almost \$100 an hour.*
- *We've been fortunate, but I anticipate that good fortune to wane in the next 2 years due to fewer program grads.*
- *We have not had any troubles staffing new graduate nurses into our Acute Care (general Med/Surg) Unit, but find experienced RNs difficult to recruit for specialty areas (i.e. ER, ICU & Surgical Svcs).*

RNs in FQHCs/Community Health Clinics

- *Many RNs are employed and continue to stay employed in hospital settings***
- *(need) public health nurses for home visiting***
- *Lack of qualified applicants; some offers turned down because of pay (can't compete with hospitals).*
- *Challenge to find RNs with FQHC or outpatient experience; need RNs with management/supervisory experience.*
- *...seeking candidates that are bi-lingual in English and Spanish.*

RNs in Long Term Care (home health, skilled nursing, nursing and personal care)

- *Competition with government facility having higher wages and more benefits (SNF)***
- *Most applicants are new grads*****
- *Not enough RNs ...and a new regulation requiring skilled nursing facilities to have 24 hour RN coverage. (SNF)*
- *Nursing homes are unattractive to potential candidates, ... competition with local hospital (NH).*
- *Lack of experienced RNs willing to work in this capacity (HH).*
- *Wage compression from new minimum wage (SNF)*

*Blue indicates from most recent submission period. **Facility serves mostly rural residents. ***Facility serves a combination of urban and rural residents. ****Facility serves mostly urban residents.

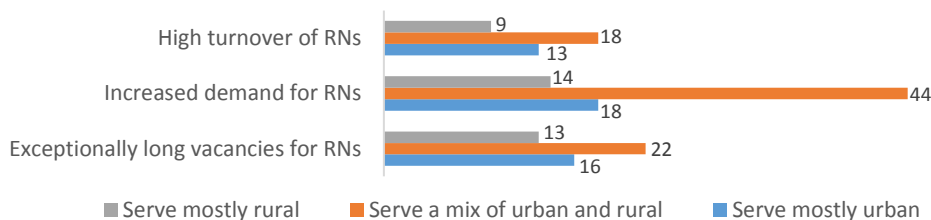
Changes in RNs' onboarding and training priorities – examples of comment

- *Quality measures and population health (large hospital)*
- *Patient experience, suicide prevention*
- *Standardize requirements established, mentor program, rounding on new hires, frequent assessments of progress (large hospital)*
- *Working to reduce turnover across the organization. 30, 60, 90 day touchbases. (small hospital)*
- *Increasing the amount of training days that each employee receives to ensure ...they are comfortable in their role before working on their own. Extended orientation ... due to no experience in SNF. (SNF)*
- *New Medicare conditions of participation regs (SNF)*
- *Integrated care (primary care – not community health center)*
- *EHR training and responsibilities; new EMRs; HIT. (hospital)*
- *Knowledge of quality data tracking. (FQHC)*
- *Customer service (hospital)*
- *Behavioral training (multiple facility types)*
- *Dementia knowledge (SNF)*
- *Ongoing training to support nursing faculty in their roles as instructors (hospital)*
- *Root cause/SBAR/Assessments/Care plans (SNF)*

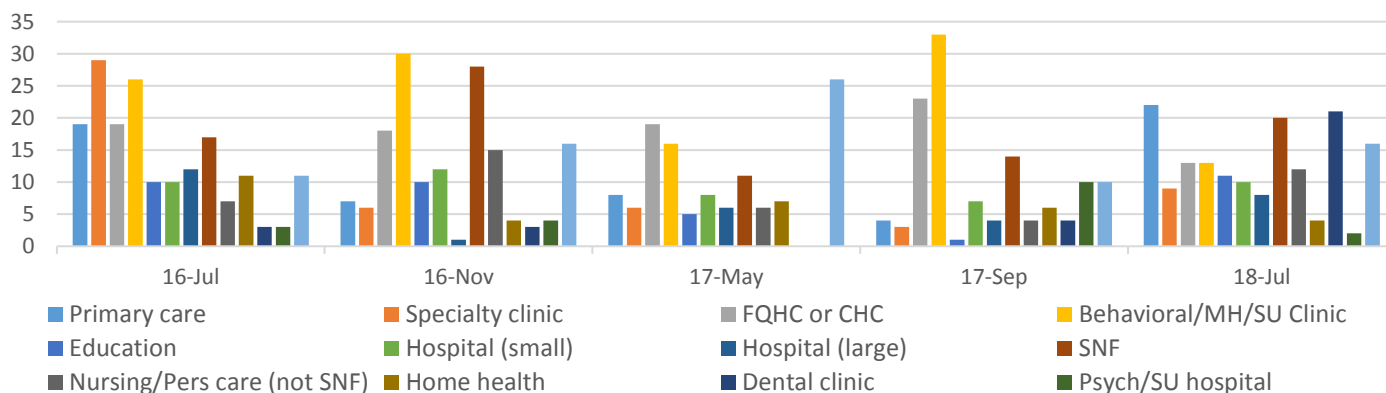
*Blue indicates from most recent submission period.

Rural/Urban (Sept. 2018):

of facilities reporting exceptionally long vacancies, increased demand and high turnover for RNs, by rural/urban status



Number of Facilities Submitting Health Workforce Data to the Sentinel Network by Facility Type and Date



About the Washington Health Workforce Sentinel Network

The Sentinel Network links the healthcare sector with policymakers, workforce planners and educators to identify and respond to changing demand for healthcare workers, with a focus is on identifying newly emerging skills and roles required by employers.

The Sentinel Network is an initiative of Washington's Health Workforce Council, conducted collaboratively by Washington's Workforce Board and the University of Washington's Center for Health Workforce Studies. Funding to initiate the Sentinel Network came from the Healthier Washington initiative, with ongoing support from Governor Inslee's office.

View findings or become a Sentinel at www.wasentinelnetwork.org.

As a Sentinel, you can

- Communicate your workforce needs and ensure that the state is prepared to respond to the transforming healthcare environment.
- Compare your organization's experience and emerging workforce demand trends with similar employer groups.

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