



WV BOARD OF  
REGISTERED NURSES

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# Nursing Shortage Study Commission Report

# 2022

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# MEMBERSHIP

As delineated in W. Va. Code §30-7-18 the Nursing Shortage Study Commission was appointed and comprised of:

1. One individual who is on the board: *Dr. Tara Hulseay, Chair of the WV Board of Registered Nurses and Dean, WVU School of Nursing*
2. Two individuals that are employed as registered professional nurses in a hospital and who work primarily providing direct patient care: *Joseph Cantley-Roane General Hospital in Spencer; Maura Mullen-United Hospital Center in Bridgeport; Leslie Perine-United Hospital Center in Bridgeport and Board member*
3. Two registered professional nurses who work as long-term care nurses, one of whom works in a nursing home and one of whom works for a home health agency, both of whom work primarily providing direct patient care: *Rebecca Stalaker-Mt View in Ripley; VACANT*
4. One nursing administrator: *Dr. Mary Fanning- WVU Medicine Children's and WVU Hospital (Morgantown Campus), Appointed Chairperson of the Commission*
5. The Vice Chancellor of the Higher Education Policy Commission: *Dr. Cynthia Persily*
6. The West Virginia Nurses' Association President: *Joyce Wilson*
7. The Executive Director of the Center for Nursing: *Jordyn Reed*

# EXECUTIVE SUMMARY

The West Virginia Board of Registered Nurses (Board) was given the charge in 2022 by the West Virginia Legislature in W. Va. Code §30-7-18 to create a Nursing Shortage Study Commission (Commission) with the directive to study the nursing shortage in West Virginia and ways to alleviate it. The objectives were as follows:

- (A) Evaluating mechanisms currently available in the state and elsewhere intended to enhance education, recruitment, and retention of nurses in the workforce and to improve quality of care;*
- (B) Assessing the impact of shortages in nursing personnel on access to, and the delivery, quality patient care;*
- (C) Developing recommendations on strategies to reverse the growing shortage of qualified nursing personnel in the state, including:*
  - 1. Determining what changes are needed to existing programs, current scholarship programs and funding mechanisms to better reflect and accommodate the changing health care delivery environment and to improve quality of care to meet the needs of patients;*
  - 2. Facilitating career advancement within nursing;*
  - 3. Identifying more accurately specific shortage areas in a more timely manner;*
  - 4. Attracting middle and high school students into nursing as a career; and*
  - 5. Projecting a more positive and professional image of nursing.*

The report of findings and recommendations is to be submitted to the Joint Committee on Health by December 1, 2022, and the Commission will terminate on January 1, 2023.

This report presents the work of the Commission as guided by the statute. The report presents the most current data available regarding the nursing workforce, provides an overview of current actions across the state, and presents recommendations to address the nursing shortage. The report is organized with the following categories:

- **Data Needs and Recommendations**
- **Regulatory/Policy Recommendations**
- **Education Recommendations**
- **Recruitment Recommendations**
- **Retention Recommendations**

Data used to drive recommendations are found in the Appendices as presented to the Commission by staff from the West Virginia Center for Nursing, the West Virginia Higher Education Policy Commission, and the WV Board of Registered Nurses.

This report constitutes the report to the West Virginia Legislature's Joint Committee on Health for the 2023 Legislative Session.



# DATA NEEDS AND RECOMMENDATIONS

In order to adequately address the nursing workforce, two data elements are needed. These include the supply of nurses and the demand for nurses. Supply data are collected by the Boards of Nursing each year (to be every other year for the RN board beginning in 2024) at the time of licensure renewal. Data are analyzed and presented each year by the staff for the West Virginia Center for Nursing, West Virginia's nursing workforce center. These data are found on the Center's website [www.wvcenterfornursing.org](http://www.wvcenterfornursing.org).

However, demand data are more difficult to obtain. A previous requirement to report demand data by employers of nurses was removed from statute. Since that time, no demand data have been collected directly from West Virginia employers. National demand data have limitations for extrapolation into West Virginia. Having adequate demand data matched with currently available supply data will allow policy makers and workforce planners to target interventions appropriately.

**Recommendation:** Mandate the annual reporting of demand data (including vacancies and turnover) from employers of nurses through the facility annual licensing process. Data should be reported by workforce regions and released to workforce planners and policy makers.

Of note, this recommendation is consistent with those presented by the WV Department of Commerce in their report to the legislature in 2021.

# REGULATION AND POLICY RECOMMENDATIONS

During the 2022 legislative session, the legislature took two actions that would impact the nursing workforce. First, the Nursing Shortage Study Commission was appointed via Senate Bill 518. The Commission appointments were dependent upon first the appointment of a new Registered Nurse Board by the Governor's office. Hence, the work of the commission was delayed and the Commission began meeting in September 2022. The Commission had very active meetings, with valued and valuable results. However, the short period of time for the work of the Commission limits its effectiveness. Periodic commissions are ineffective for long term strategic initiatives. Given the momentum of the Commission, the following recommendations are offered:

**Recommendation:** Re-authorize the Nursing Shortage Commission and change the title to the Nursing Workforce Commission for ongoing strategic coordination of nursing workforce efforts.

**Recommendation:** Authorize the use of annual excess funds from the Boards of Nursing through a revolving account to fund initiatives identified by the Nursing Workforce Commission.

During the 2022 Session, the Legislature amended W. Va. Code § 30-7-8a via SB 518 to remove the \$10 supplemental licensure fee for registered nurses to fund the West Virginia Center for Nursing, thus eliminating approximately 75% of the funds supporting the Center's statutory mandates, including funding the Nursing Scholarship Program authorized by W. Va. Code § 18C-3-4. The data collected, analyzed, and presented by the Center are essential to current and future planning related to nursing workforce. The WV Nursing Scholarship program, supported only by funds from the Center is the only state-based nursing scholarship currently available. The WV Nursing Career Academies, also supported by the Center, are successful nursing pipeline investments. The WV Clinical Scheduling Program has opened clinical spaces previously unidentified and allowed for the expansion of nursing programs in West Virginia through assuring adequate and high-quality clinical placements for students. Hence, the following recommendation is made:

**Recommendation:** Restore funding to the West Virginia Center for Nursing for the collection, aggregation, and dissemination of nursing workforce data, administration of the WV Nursing Scholarship Program, administration of the model WV Nursing Career Academies Program, and administration of the WV Clinical Scheduling Program and other initiatives outlined in this report. Codify the relationship between the Center and the West Virginia Higher Education Policy Commission, making the Center a department of the WVHEPC Health Sciences Division as opposed to a separate state agency.

# EDUCATION RECOMMENDATIONS

The Commission considered the nursing workforce as a continuum from certified nursing assistant to licensed practical nurse to registered nurse. The legislature has previously commissioned a study of nursing career pathways and this pathway is in the process of implementation by the WV Department of Education

<https://wvcenterfornursing.org/nursing-career-pathways/>. The Commission supports the recommendations in the Nursing Career Pathways Report.

**Recommendation:** A fund for dual credit coursework required to complete the Nursing Career Pathway and enter with advanced standing into WV Nursing Programs should be appropriated. In addition, a fund should be appropriated to allow for appropriate faculty supervision of advanced standing coursework. In addition, the WV Department of Education should employ one RN who meets CMS requirements to oversee certified nursing assistant education at Career and Technical Centers in West Virginia allowing graduates to qualify for certification.

The Governor's Nursing Workforce Expansion Initiative included a successful campaign to increase enrollment at nursing programs in West Virginia during 2022. Funded via the CARES Act, these short-term dollars allowed for expansion of nursing programs across the state and resulted in over 800 new nursing seats filled in LPN (94 seats) and RN (716 seats) programs in the 2022-2023 academic year. Expansion of nursing programs also included investment in nursing faculty, with over 350 nurse faculty trainings occurring in Summer of 2022. Investment in students via tuition support, investment in simulation (to expand clinical training capacity), and investment in student success were key foci of the initiative.

**Recommendation:** Continue the funding of the Governor's Workforce Expansion Program to include funding to continue support of expanded admissions, the accreditation of simulation centers, faculty development for certification in healthcare simulation, expansion of the clinical scheduling program at the WV Center for Nursing, and requirements for reporting of student success rates to the Boards for expanded cohorts.

A stressor on nursing students includes the need to work to support themselves and their families during their nursing education programs. Learn and Earn and Apprenticeship models have been used in nursing education in other states to support nursing student learning.

**Recommendation:** Support the funding to expand the Learn and Earn Apprentice Model to nursing.

# EDUCATION RECOMMENDATIONS

Supporting the expansion of nursing workforce through education initiatives will also require additional measures to manage the expansion and its potential burden on the education and healthcare system. Hence, the Commission recommends the following:

**Recommendation:** Fund the development and implementation of a centralized nursing program application to streamline applications to nursing programs and allow waitlists to be cleared through guiding students to other programs where they are qualified for admission and that have seats available.

**Recommendation:** Support the change to 19CSR01 to remove the definition 2.2 “Administrator employment time” means the devotion of 80% time to school administrative duties. The administrator of the nursing program's teaching responsibilities is not to exceed 6 academic semester credits per year, no more than 3 academic credits per semester.

**Recommendation:** Enact tax credits for RNs precepting students in clinicals and orientation of new staff.

**Recommendation:** Support change to 19CSR01 definition to state "Clinical Preceptor" means a registered professional nurse in good standing in the state in which he or she is providing the preceptorship with education preparation at or above the level for which the student is preparing; who: may serve as a teacher, mentor, role model or supervisor in a clinical setting, shall possess competencies related to the area of assigned clinical teaching responsibilities and has a minimum of 1 years of experience as a registered professional nurse providing direct patient care during the 5 years immediately preceding the date of the written agreement.

**Recommendation:** Authorize the study of external barriers impacting nursing student success and employment (i.e. broadband, transportation to clinicals, and childcare).

# RECRUITMENT RECOMMENDATIONS

Recruitment means recruitment into the profession (commonly called pipeline programs) as well as recruitment of experienced nurses into the state.

Recommendations in this area are based on successful initiatives already in place in West Virginia as well as recommendations that have been successful elsewhere.

Recommendation: Appropriate funding for Junior and Senior Nurse Academies in all WV counties. These programs have been available for a decade in West Virginia as funded by the WV Center for Nursing, and many participants have entered nursing programs. Over 250 students participated in nursing academies during the Summer of 2022 via funding from the Governor's Workforce Expansion Initiative.

Recommendation: Investigate and address regulatory barriers to allowing high school students volunteer in local healthcare facilities.

Recommendation: Study the efficacy of specialized healthcare focused magnet high schools in other states in encouraging entry into the nursing profession.

Recommendation: Support the continuation of the Governor's Nursing Workforce Initiative BalanceWV campaign to recruit out of state nurses to West Virginia by offering lucrative relocation bonuses. 100 nurses from out of state were recruited between May and September of 2022 with this campaign.

# RETENTION RECOMMENDATIONS

Retention of nurses in the workforce and in West Virginia are key to solving the nursing workforce crisis. Multiple factors impact nurses leaving the workforce and West Virginia including salary differentials between West Virginia and other states, job stressors including staffing patterns, injuries and violence against nurses, perceived value of nurses, lack of opportunities for loan repayment, lack of opportunity for advancement, among others. The Nursing Workforce Survey conducted recently by the West Virginia Center for Nursing provides insights into these issues and is appended to this report.

Recommendation: Address the payment disparities that lead to lower salaries of RN and LPN when compared to regional and national salaries.

Recommendation: Appropriate funding to the expansion of the Nurse Health Program for peer support for post-pandemic and resiliency (already begun by the WV Board of Registered Nurses) and other nurse support programs, including those to support an aging nursing workforce.

Recommendation: Develop an image campaign to demonstrate the value of nurses to the healthcare system to include publication of “Nurse Stories”.

Recommendation: Authorize the Nursing Workforce Commission to study, develop, support the implementation of and evaluate innovative nursing care models, new roles and additional education needed to implement those models. Provide an innovation fund at the WV Center for Nursing to support the piloting of innovative models.

Recommendation: Evaluate the effectiveness of West Virginia Code 61-2-10b on the reduction of violence against nurses and support anti-doxxing legislation to prohibit public disclosure of personal information about nurses and other public health figures and protect them from intimidation and harassment.

Recommendation: Create and appropriate funding for a nursing loan repayment program modeled on other successful programs at the West Virginia Higher Education Policy Commission.

Recommendation: Explore funding for specialty certification for nurses through the West Virginia Nursing Scholarship program.

Recommendation: Commission a definitive study of why nurses stay and why they leave West Virginia or the profession to inform future strategies.

# CONCLUSION

The current national nursing workforce shortage is a public health crisis. The COVID-19 pandemic illuminated nursing workforce shortages that have profoundly impacted our state. No one effort can correct the current shortage, however the recommendations found here, if implemented, can continue successful programs and create data driven programs that will have a long term impact on assuring that quality nursing care is available for West Virginians well into the future.

# APPENDICES

Appendix 1: RN Supply Data (WV Center for Nursing)

Appendix 2: RN Demand Data (WV Center for Nursing)

Appendix 3: Governor's Nursing Workforce Initiative (WV Higher Education Policy Commission)

Appendix 4: Statewide Strategic Plan (WV Center for Nursing)

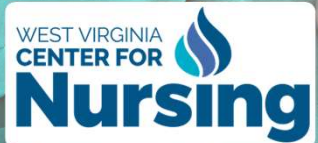
Appendix 5: Nursing Workforce Survey (WV Center for Nursing)

Appendix 6: Nurse Health Programs (WV Board of Registered Nurses)

Appendix 7: Additional Data Requested by Commission Members (WV Center for Nursing)



APPENDIX 1 -  
RN SUPPLY DATA  
(WV CENTER FOR NURSING)



# RN NURSING SUPPLY DATA

Nursing Shortage Commission  
Jordyn Reed, M.P.A.  
Administrator, WVCFN

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)

2022

# DATA SOURCES

## ABOUT THE DATA

DATA ON NURSING WORKFORCE SUPPLY COMES FROM THE LICENSING BOARDS PRIMARILY. ADDITIONAL OVERALL COUNTS AND SALARY AVERAGES IS AVILABLE THROUGH THE NATIONAL BUREAU OF LABOR STATISTICS.

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)



# HOW DATA IS COLLECTED

NURSING SUPPLY DATA FROM THE LICENSING BOARDS IS COLLECTED IN A VERY SYSTEMATIC WAY THROUGH A LONG STANDING PARTNERSHIP BETWEEN THE WVCFN AND THE NURSING LICENSING BOARDS.



WHEN THE CENTER WAS CREATED, WE WORKED WITH THE LICENSING BOARDS TO INTEGRATE THE COLLECTION OF A MINIMUM DATA SET INTO THE LICENSE RENEWAL PROCESS THROUGH A RECCOMENDATION FROM THE NATIONAL FORUM OF STATE NURSING WORKFORCE CENTERS

## STRENGTHS

- DATA IS COLLECTED FROM ALL LICENSEES
- GIVES A DETAILED LOOK AT THE NURSING WORKFORCE THAT IS COMPARABLE OVERTIME

## LIMITATIONS

- ONLY ACCOUNTS FOR LICENSEES LICENSED IN WV; DOES NOT ACCOUNT FOR THOSE LICENSED IN OTHER STATES AND WORKING IN WV.
- ONLY TWO YEARS OF DETAILED TIME SERIES COMPARSION DUE TO PREVIOUS DATA COLLECTION METHODS.



## TYPES OF INFORMATION COLLECTED WITHIN SUPPLY DATASET

- EMPLOYMENT STATE, ZIPCODE
- EMPLOYMENT POSITION, SETTING AND SPECIALTY
- TIME STATUS (PART-TIME, FULL-TIME, PER DIEM)
- DEMOGRAPHIC INFORMATION (RACE, GENDER, ETHNICITY)
- AGE AND YEAR OF INITIAL LICENSURE
- EDUCATION (ENTRY AND HIGHEST)
- UNEMPLOYMENT





## LICENSEE COUNTS

WHILE THE PERCENTAGE OF NURSES LICENSED IN WV HAS DECREASED BY 1.6% FROM 2020 TO 2021, THE NUMBER OF THOSE LICENSEES WORKING IN WV DURING THAT SAME TIME PERIOD HAS INCREASED BY 2%



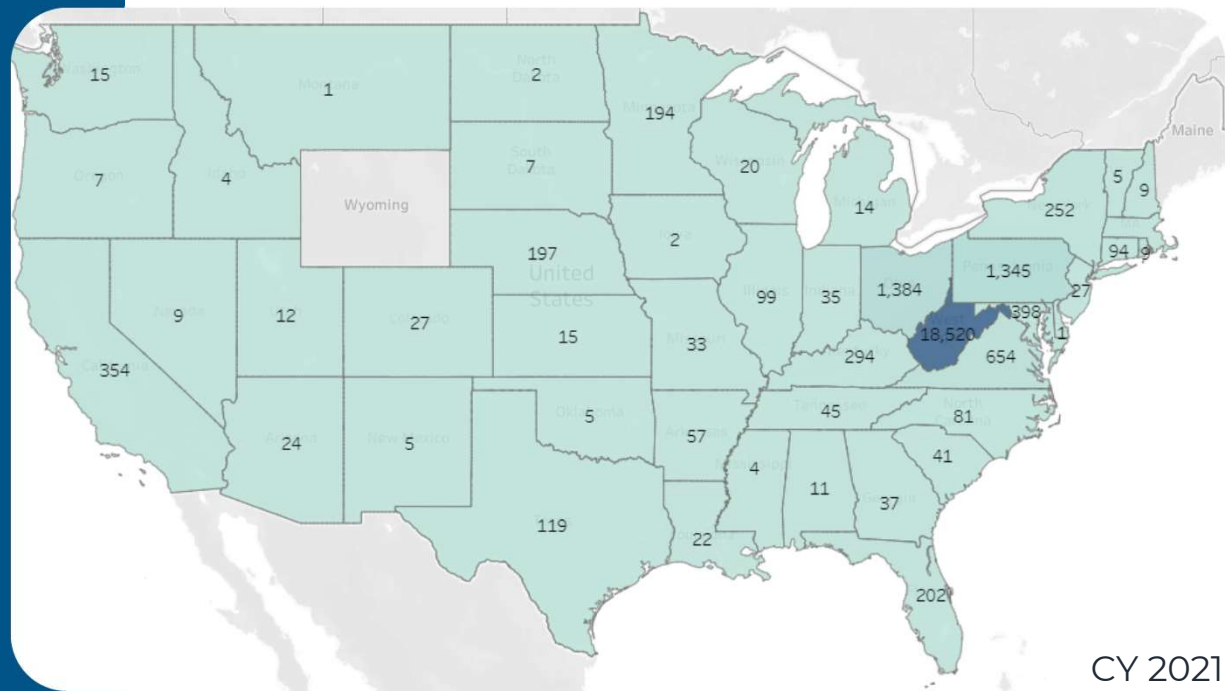
**29,817**  
RNS LICENSED IN  
WV (CY 2021)

**18,520**  
RNS LICENSED AND  
WORKING IN WV  
(CY 2021)

IT IS IMPORTANT TO REMEMBER THAT THESE DATA DO NOT ACCOUNT FOR NURSES WHO ARE LICENSED IN OTHER STATES AND ARE WORKING IN WV. THE NATIONAL BUREAU OF LABOR STATISTICS STATES THAT THERE ARE 19,800 RNS WORKING IN WV AS OF MAY 2021.

## EMPLOYER STATE

ALL LICENSEES ARE ASKED TO STATE THEIR EMPLOYER STATE AT LICENSE RENEWAL. AS YOU CAN SEE BY THIS MAP, THE MAJOIRTY OF THOSE NOT WORKING IN WV ARE WORKING IN A BORDERING STATE, MOST OFTEN OHIO AND PENNSYLVANIA.



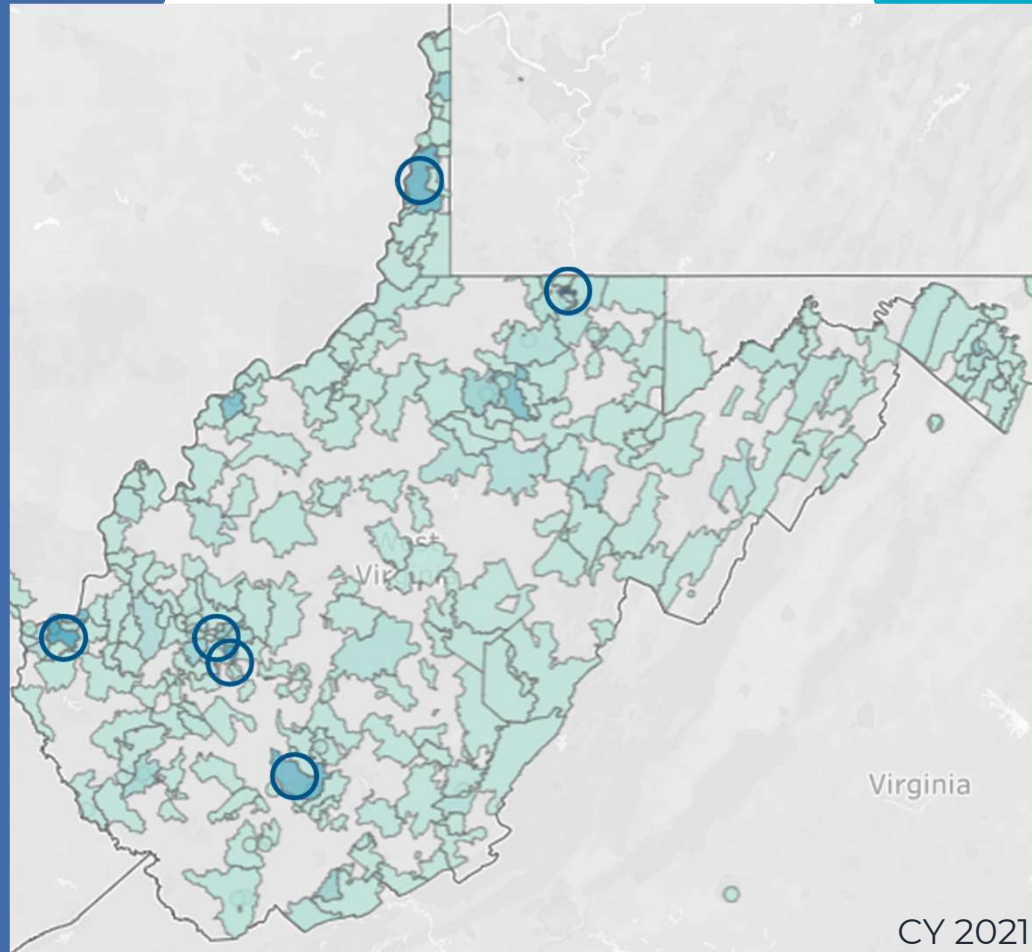
CY 2021

PLEASE REMEMBER THESE ARE SELF REPORTED DATA. SOME EMPLOYMENT ADDRESSES MAY BE FOR HEALTHCARE FACILITITES WITH CORE OPERATIONS OUTSIDE OF WV (I.E. TRAVEL AGENCIES OR OTHER EMPLOYERS WITH MULTIPLE STATE LOCATIONS), MEANING SOME MAY BE ACTUALLY WORKING IN WV.

# EMPLOYMENT LOCATION BY ZIPCODE IN WV

THIS MAP SHOWS WHERE RNS ARE WORKING IN WV BY ZIPCODE ACCORDING TO LICENSURE DATA. DARKER COLORS INDICATE A HIGHER CONCENTRATION OF NURSES WHILE LIGHTER COLORS SHOW A LOWER CONCENTRATION. THE HIGHEST CONCENTRATIONS ARE IN THE FOLLOWING ZIPCODES:

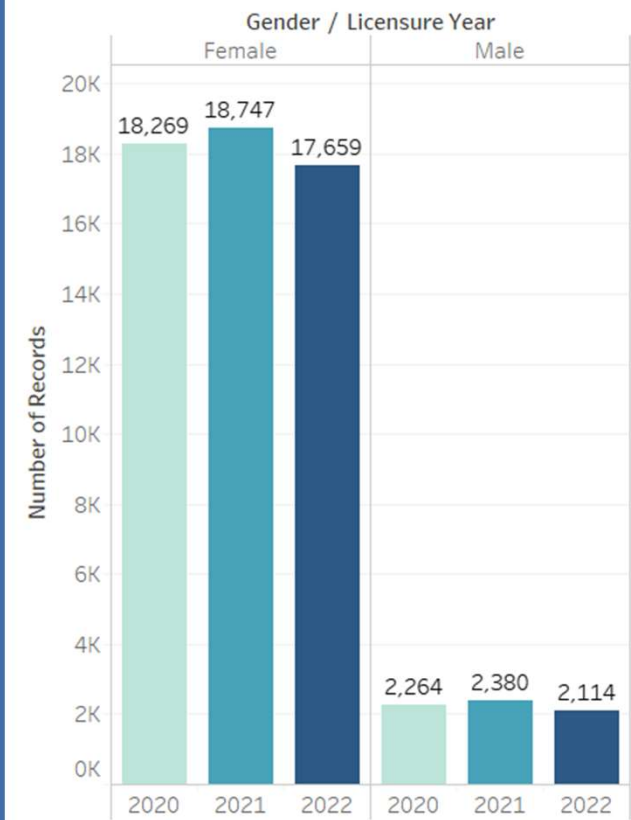
- 26505 (2,288)
- 25701 (1,146)
- 25304 (1,074)
- 25301 (1,019)
- 26003 (910)
- 25801 (849)



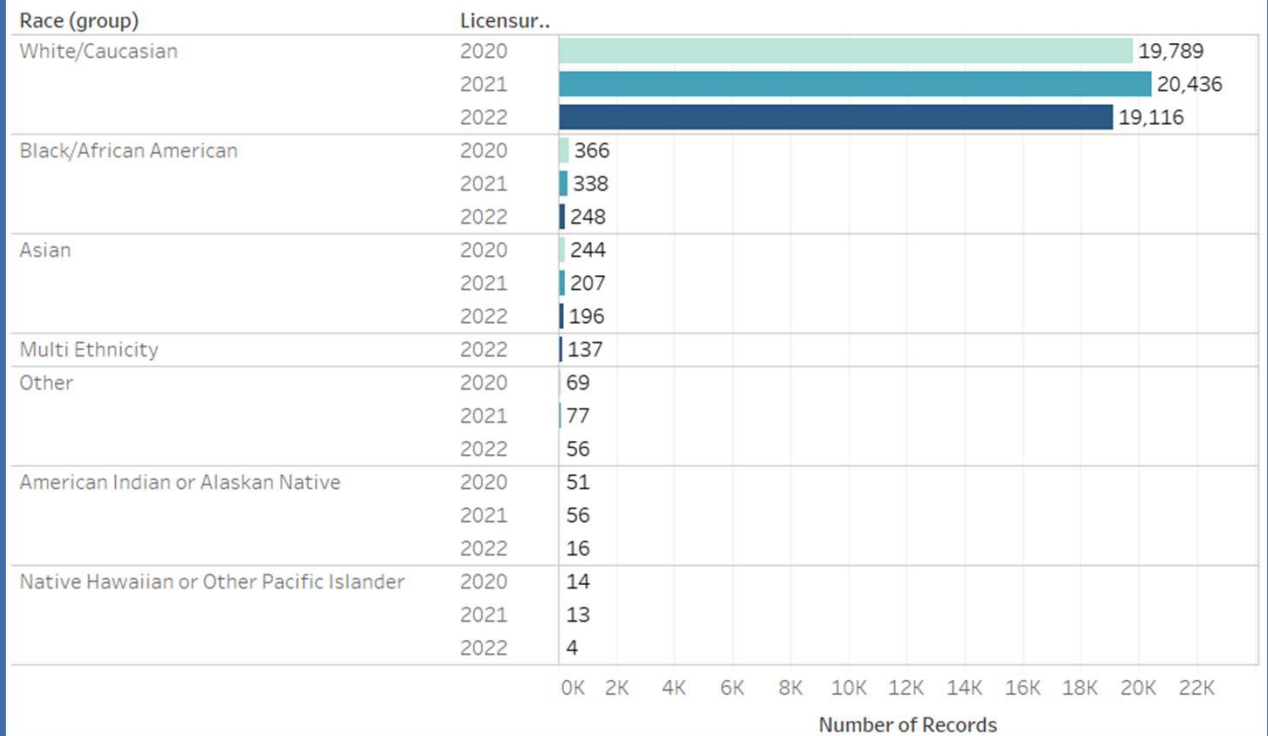


# DEMOGRAPHICS OF RNS WORKING IN WV (2022\*)

GENDER 2020-2022\*



RACE 2020-2022\*



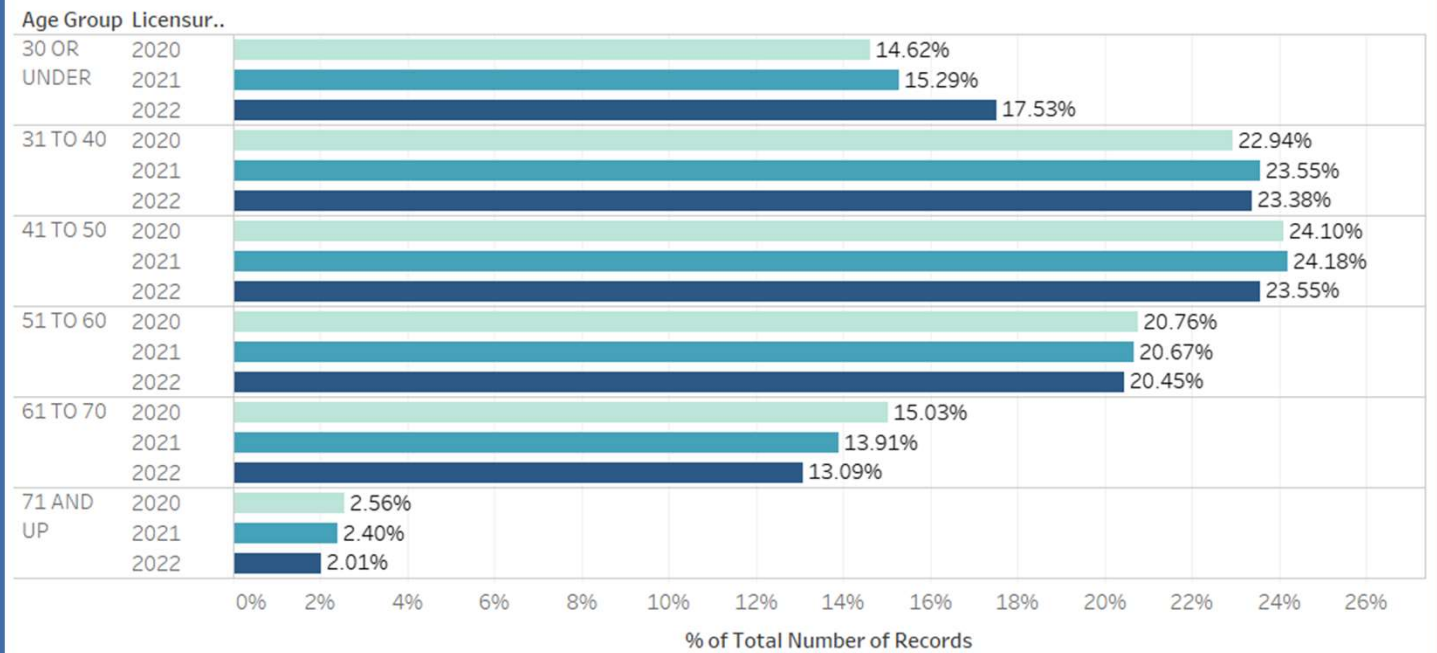
CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET

# AGE OF RNS

AMONG RNS AND APRNS WORKING IN WV, THE PERCENTAGE UNDER 50 YEARS OF AGE GREW 63% IN 2020 TO 65% IN 2021. THE PERCENTAGE OF THOSE 51 YEARS OF AGE OR OLDER FELL FROM 37.3% TO 35.2%.

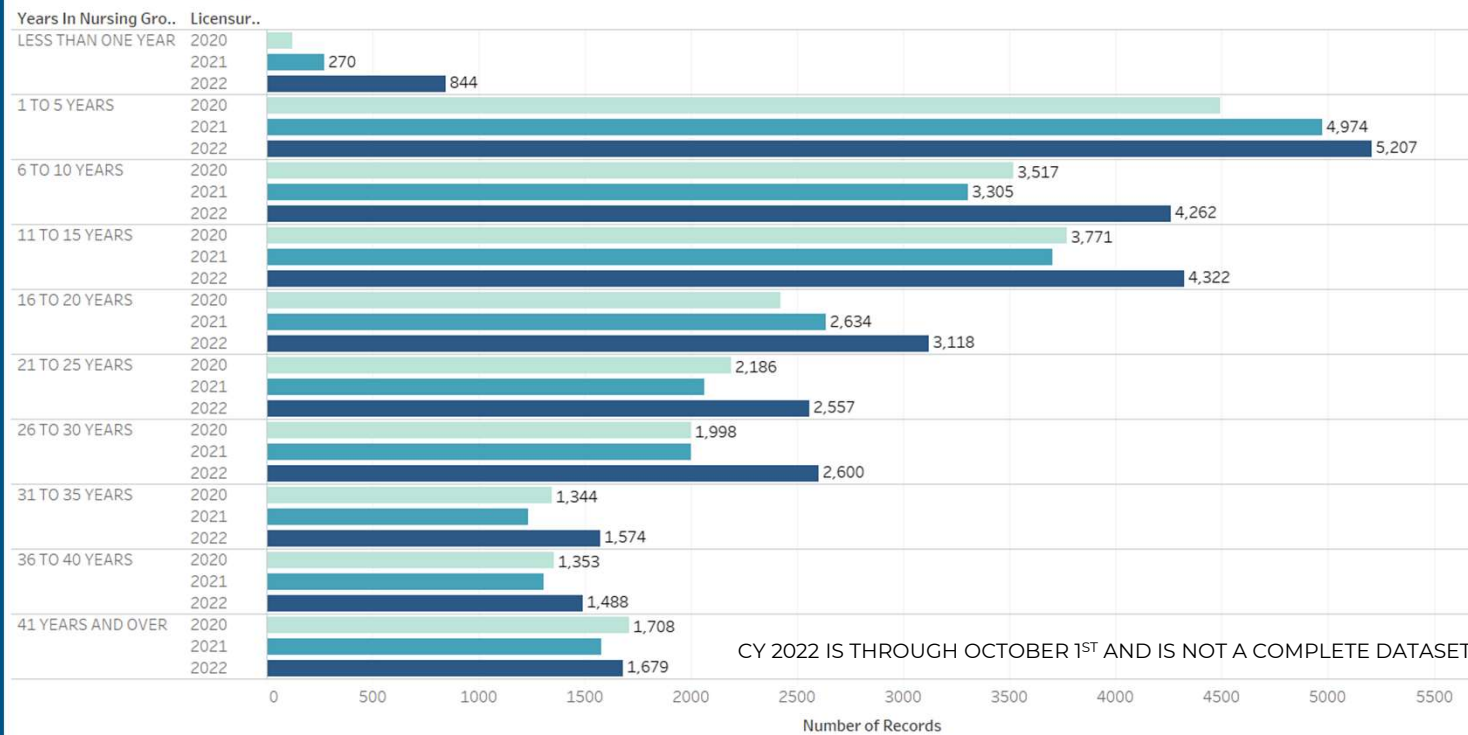
THE CHART ON THE SIDE SHOWS THE AGE DISTRIBUTION OF ALL RNS LICENSED AND WORKING IN WV FOR 2020 AND 2022\*.

AGE GROUPS OF RNS 2020-2022\*



CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET

## YEARS IN NURSING 2020-2022\*



## YEARS IN NURSING

THIS CHART IS CALCULATED BY SUBTRACTING THE LICENSURE YEAR FROM THE YEAR OF INITIAL LICENSURE. WHILE WE ARE MISSING A PORTION OF THE DATA, WE CAN EXAMINE THE DATA AS WE HAVE IT AND NOTICE A SIGNIFICANT PORTION ARE IN THE 1-5 YEAR GROUP.

# EDUCATION

## ENTRY EDUCATION

	2020	2021
Diploma-Nursing (RN)	1,369	1,234
Associate Degree-Nursing	11,634	12,011
Baccalaureate Degree-Nursing	5,114	5,251
Masters Degree-Nursing	8	5
Unknown	23	19

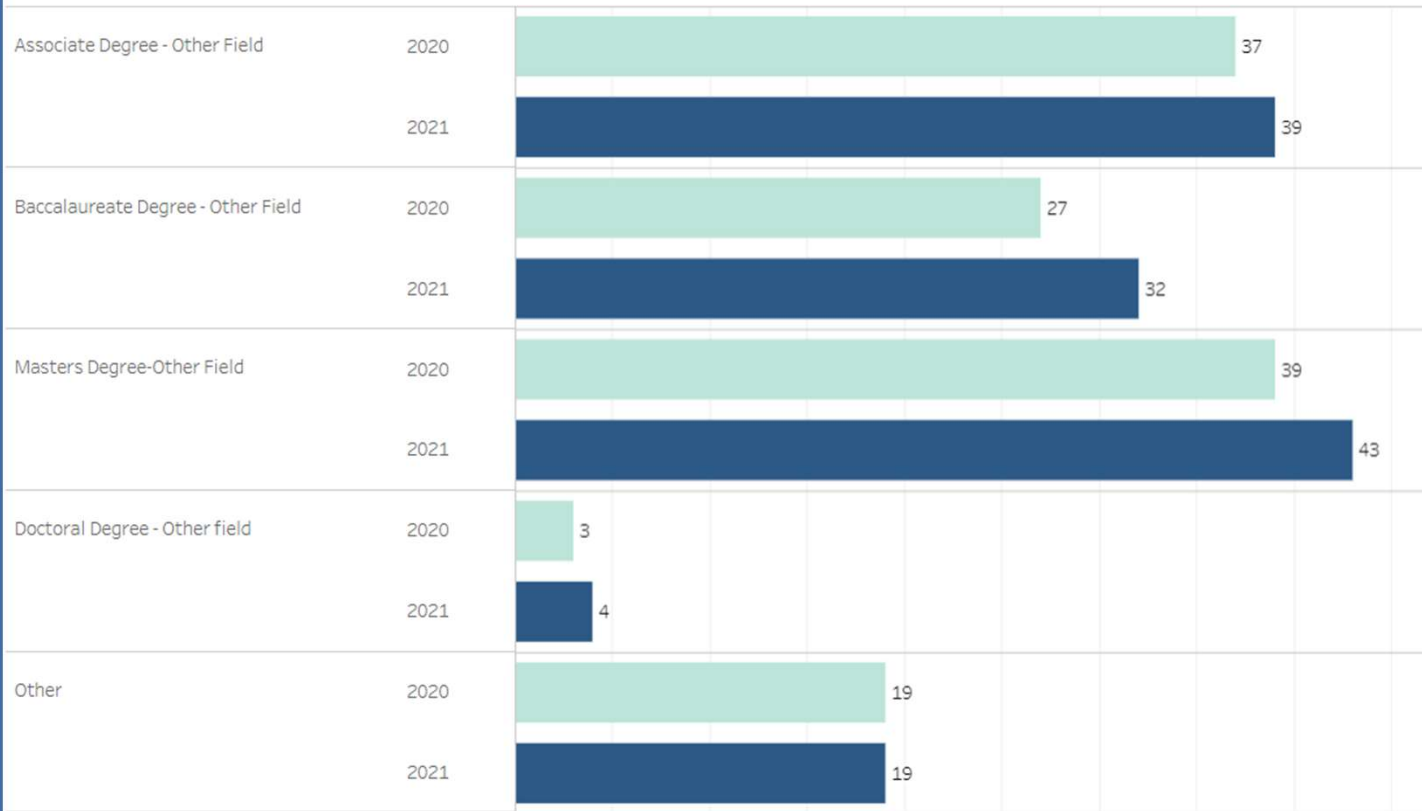
## HIGHEST EDUCATION

	2020	2021
Diploma-Nursing (RN)	1,252	1,095
Associate Degree-Nursing	10,083	10,067
Baccalaureate Degree-Nursing	6,375	6,823
Masters Degree-Nursing	372	451
Post Masters Certification		3
Doctoral Degree-Nursing Practice (DNP)	26	44
Doctoral Degree-Nursing Science (DNS)	1	1
Doctoral Degree-Nursing (PhD)	8	11
Doctoral Degree-Nursing Other	8	6
Unknown	23	19

CY 2020 CY2021

# EDUCATION

## HIGHEST OTHER EDUCATION



CY 2020 CY2021

# NUMBER OF JOBS HELD

FOR RNS WORKING IN WV, THE VAST MAJORITY CONTINUE TO HOLD ONE JOB (94.07%).

Number Of Nursing Positions		2020	2021
1	Count	16,839	17,422
	% of Total	92.79%	94.07%
2	Count	1,183	1,011
	% of Total	6.52%	5.46%
3	Count	126	87
	% of Total	0.69%	0.47%

CY 2020 CY2021

# EMPLOYMENT SETTING

## EMPLOYMENT SETTINGS 2020-2022\*

Employment Setting (group)	Licensure Year		
	2020	2021	2022
Hospital	16,130	16,025	14,783
Other (Please specify)	2,775	2,774	2,109
Ambulatory Care Setting	2,389	2,434	2,143
Nursing Home/Extended Care	1,502	1,389	1,152
Insurance Claims/Benefits	1,573	1,487	1,032
Home Health	1,124	1,108	816
Community Health	703	753	668
School of Nursing	517	517	468
School Health Service	516	545	484
Hospice	486	485	404
Public Health	314	340	320
Dialysis Center	333	312	250
Assisted Living Facility	174	176	134
Correctional Facility	184	174	131
Occupational Health	158	146	112
Policy/Planning/Regulatory/Licensing Agency	58	60	43
UNKNOWN	5,397	5,784	2,604

CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET

## EMPLOYMENT POSITIONS

	Count		Difference Between 2020-2021 Records	
	2020	2021	2020	2021
Staff Nurse	10,613	13,228		2,615
Advanced Practice Registered Nurse	5	5		0
Nurse Manager	1,464	1,724		260
Case Manager	1,381	1,168		-213
Other-Health Related	993	1,194		201
Nurse Faculty/Educator	441	541		100
Nurse Executive	294	370		76
Consultant	152	136		-16
Other-Not Health Related	68	78		10
Nurse Researcher	46	58		12
Unknown	2,691	18		-2,673

CY 2020 CY2021



# EMPLOYMENT SPECIALTY

## Employment Specialty 2020-2022\*

Employment Specialty (group)	↕	Licensure Year		
		2020	2021	2022
Acute Care/Critical Care		3,550	3,632	3,286
Other-Clinical specialties		3,398	3,410	2,960
Medical Surgical		3,005	2,963	2,615
Emergency/Trauma		1,895	1,893	1,796
Geriatric/Gerontology		1,768	1,618	1,336
Perioperative		1,561	1,587	1,538
Cardiology		1,267	1,188	1,058
Family Health		1,188	1,287	1,022
Psychiatric/Mental Health/Substance Abuse		1,150	1,175	956
Adult Health		1,153	1,152	885
Other-Non-clinical specialties		1,066	1,051	869
Home Health		1,014	974	754
Maternal-Child Health/Obstetrics		915	874	877
Anesthesia		875	882	664
Pediatrics		776	762	694
Oncology		765	712	657
School Health		426	450	411
Neonatal		439	425	399
Community		394	428	351
Palliative Care/Hospice		403	407	349
Rehabilitation		433	387	323
Nephrology		381	373	304
Public Health		305	337	301
Women's Health		312	299	260
Orthopedics		278	260	220
Occupational health		218	199	164
Unknown		5,397	5,784	2,604

CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET

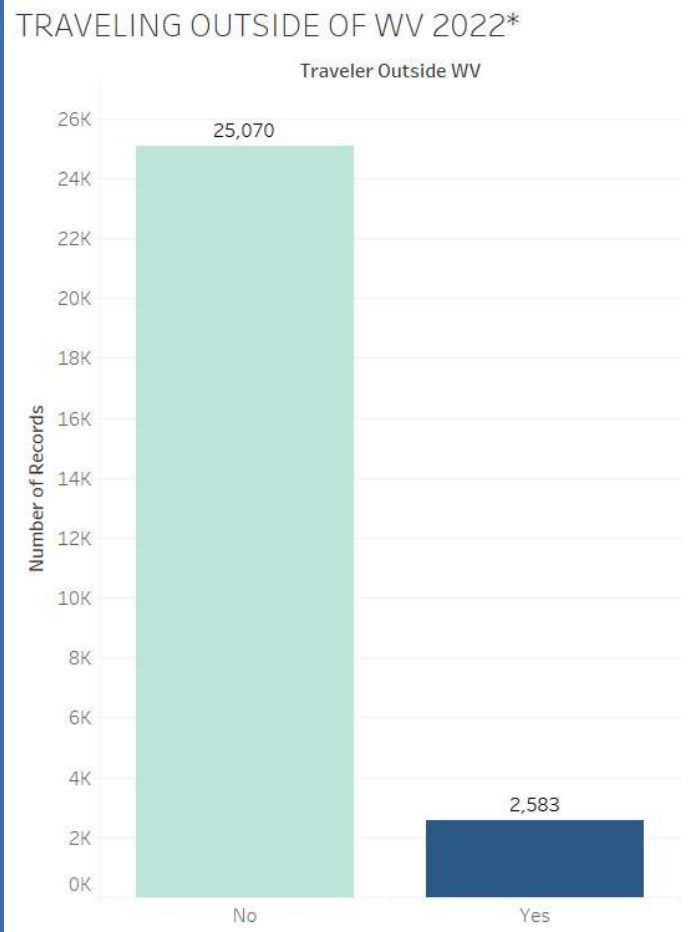
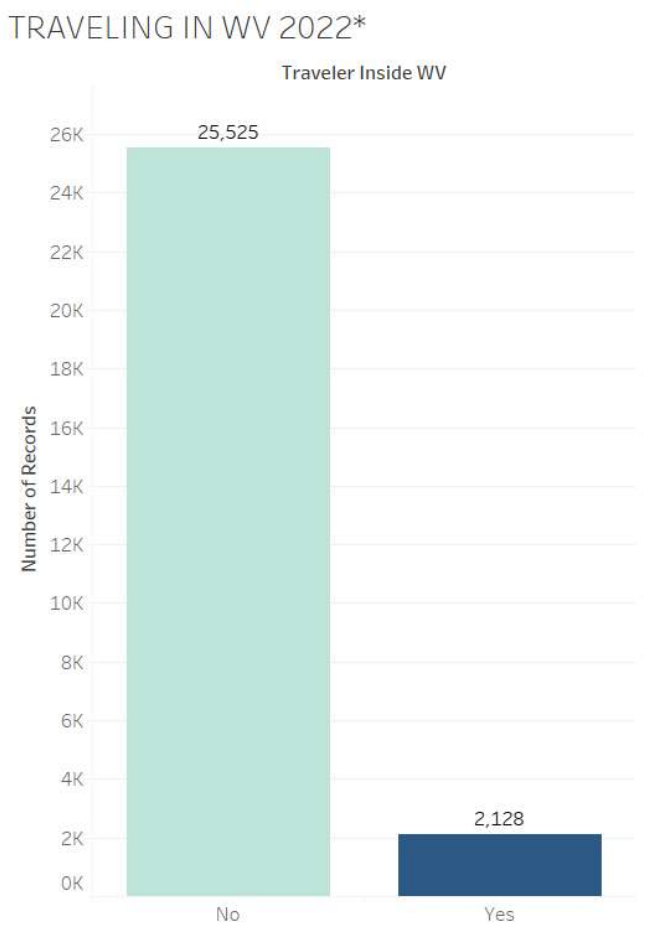
# EMPLOYMENT STATUS

## EMPLOYMENT STATUS 2020-2022\*

Employment Status	Licensure Year		
	2020	2021	2022
Actively employed in nursing or in a position that requires a nurse license full-time	24,933	24,886	22,122
Actively employed in nursing or in a position that requires a nurse license part-time	2,087	2,013	1,698
Actively employed in nursing or in a position that requires a nurse license on a per-diem basis	1,821	1,719	1,229
Working in nursing only as a Volunteer	94	82	106
Retired	1,007	1,032	777
Unemployed, not seeking work as a nurse	970	938	717
Unemployed, seeking work as a nurse	841	814	535
Actively employed in a field other than nursing Full-time	540	547	355
Actively employed in a field other than nursing Part-time	136	160	77
Actively employed in a field other than nursing on a per-diem basis	82	80	37
UNKNOWN	1,822	2,238	

CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET

# TRAVEL NURSING



CY 2022 IS THROUGH OCTOBER 1<sup>ST</sup> AND IS NOT A COMPLETE DATASET



## Contact Us

### Website

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)

### Phone

304.558.0838

### Email

[nursing@wvhepc.edu](mailto:nursing@wvhepc.edu)



APPENDIX 2 -  
RN DEMAND DATA  
(WV CENTER FOR NURSING)



Jordyn Reed, M.P.A.  
Administrator, WVCFN

# RN Demand Data

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)







RN DEMAND DATA

## WHAT SOURCES DO WE HAVE?

RN DEMAND DATA PRIMARILY COMES FROM THIRD-PARTY SOURCES THAT INCLUDE:

- NATIONAL BUREAU OF LABOR STATISTICS
- EMSI (BASED ON JOB POSTINGS DATA AND DATA FROM THE NATIONAL BUREAU OF LABOR STATISTICS)
- WORKFORCE WV
- HRSA

THESE THIRD-PARTY SOURCES PRIMARILY FOCUS ON NURSING AS A PROFESSION AND DO NOT GIVE INFORMATION ON SPECIFIC AREAS OF NURSING WHERE DEMAND IS HIGHER.

THE WV CENTER FOR NURSING PREVIOUSLY HAD LEGISLATION IN PLACE THAT REQUIRED EMPLOYERS TO REPORT MORE SPECIFIC DEMAND INFORMATION, BUT THIS LEGISLATION WAS RESCINDED IN 2016. EFFORTS TO COLLECT FACILITY DATA FROM EMPLOYERS HAVE NOT BEEN FRUITFUL.

## West Virginia Employment Trends


29-1141.00 - [Registered Nurses](#) 🌟 **Bright Outlook**

View trends for state: West Virginia ▼ Go

### In West Virginia:

<b>Employment</b> (2018)	21,430 employees
<b>Projected employment</b> (2028)	24,620 employees
<b>Projected growth</b> (2018-2028)	15%
<b>Projected annual job openings</b> (2018-2028)	1,550

### In the United States:

<b>Employment</b> (2020)	3,080,100 employees
<b>Projected employment</b> (2030)	3,356,800 employees
<b>Projected growth</b> (2020-2030)	 9% Average
<b>Projected annual job openings</b> (2020-2030)	194,500

West Virginia source: Projections Central [2018-2028 long-term projections](#) [↗](#). United States source: Bureau of Labor Statistics [2020-2030 employment projections](#) [↗](#). "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.





## RN DEMAND DATA

# EMSI

EMSI UTILIZES A VARIETY OF SOURCES THAT MAKE UP ITS DATABASE, INCLUDING

- GOVERNMENT SOURCES SUCH AS THE BUREAU OF LABOR STATISTICS AND THE CENSUS BUREAU.
- ONLINE JOB POSTING ANALYTICS

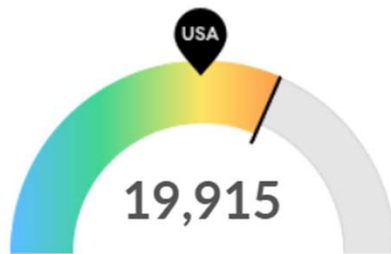
WHILE THE JOB POSTING ANALYTICS CAN BE AN INDICATOR OF DEMAND, IT CAN NOT TELL US SPECIFICALLY HOW MANY JOB ROLES ARE AVAILABLE AT ALL EMPLOYERS. FOR EXAMPLE - AN EMPLOYER MAY NEED 10 RNS AT THEIR FACILITY AND MAKE ONE JOB POSTING ADVERTISING FOR THESE POSITIONS. PLEASE KEEP THESE LIMITATIONS IN MIND.

## RN DEMAND DATA - EMSI

### Executive Summary

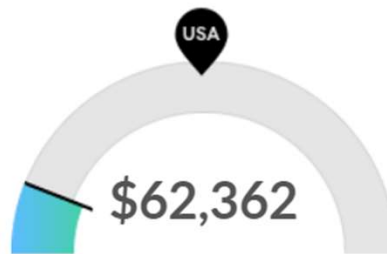
Light Job Posting Demand Over a Deep Supply of Regional Jobs

...



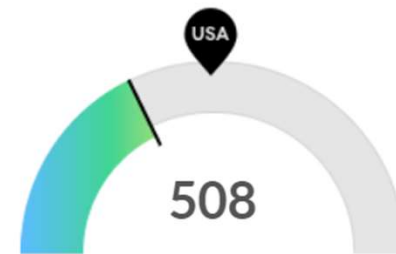
Jobs (2021)

West Virginia is a hotspot for this kind of job. The national average for an area this size is 13,805\* employees, while there are 19,915 here.



Compensation

Earnings are low in West Virginia. The national median salary for Registered Nurses is \$77,386, compared to \$62,362 here.



Job Posting Demand

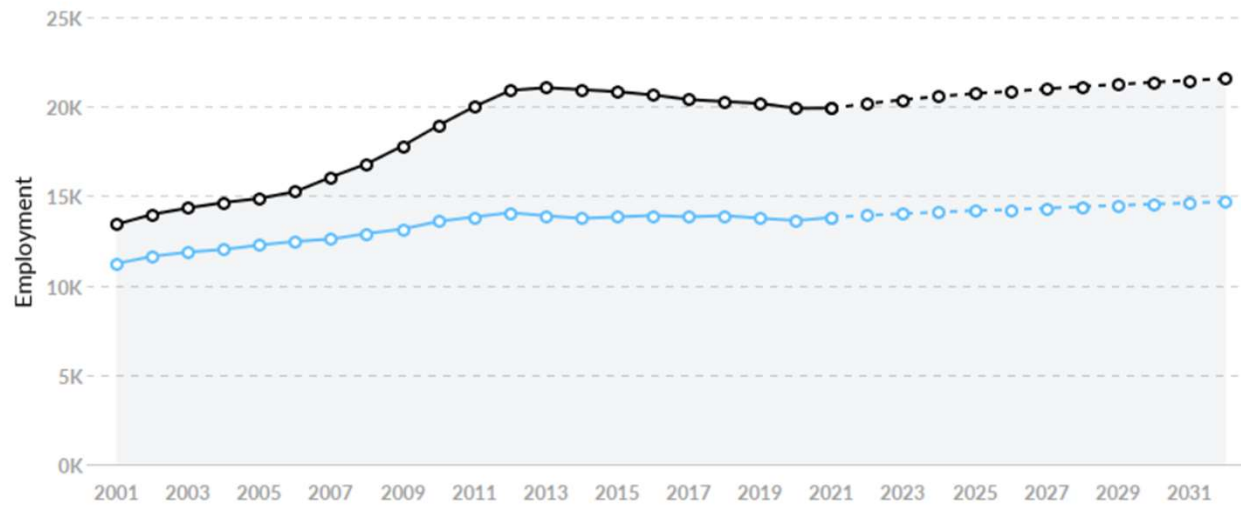
Job posting activity is low in West Virginia. The national average for an area this size is 801\* job postings/mo, while there are 508 here.

\*National average values are derived by taking the national value for Registered Nurses and scaling it down to account for the difference in overall workforce size between the nation and West Virginia. In other words, the values represent the national average adjusted for region size.

## RN DEMAND DATA - EMSI

### Regional Employment Is Higher Than the National Average

An average area of this size typically has 13,805\* jobs, while there are 19,915 here. This higher than average supply of jobs may make it easier for workers in this field to find employment in your area.



Region	2021 Jobs	2031 Jobs	Change	% Change
● West Virginia	19,915	21,465	1,550	7.8%
● National Average	13,805	14,611	807	5.8%

## RN DEMAND DATA - EMSI



### 10,158 Unique Job Postings

The number of unique postings for this job from Jan 2021 to Aug 2022.



### 579 Employers Competing

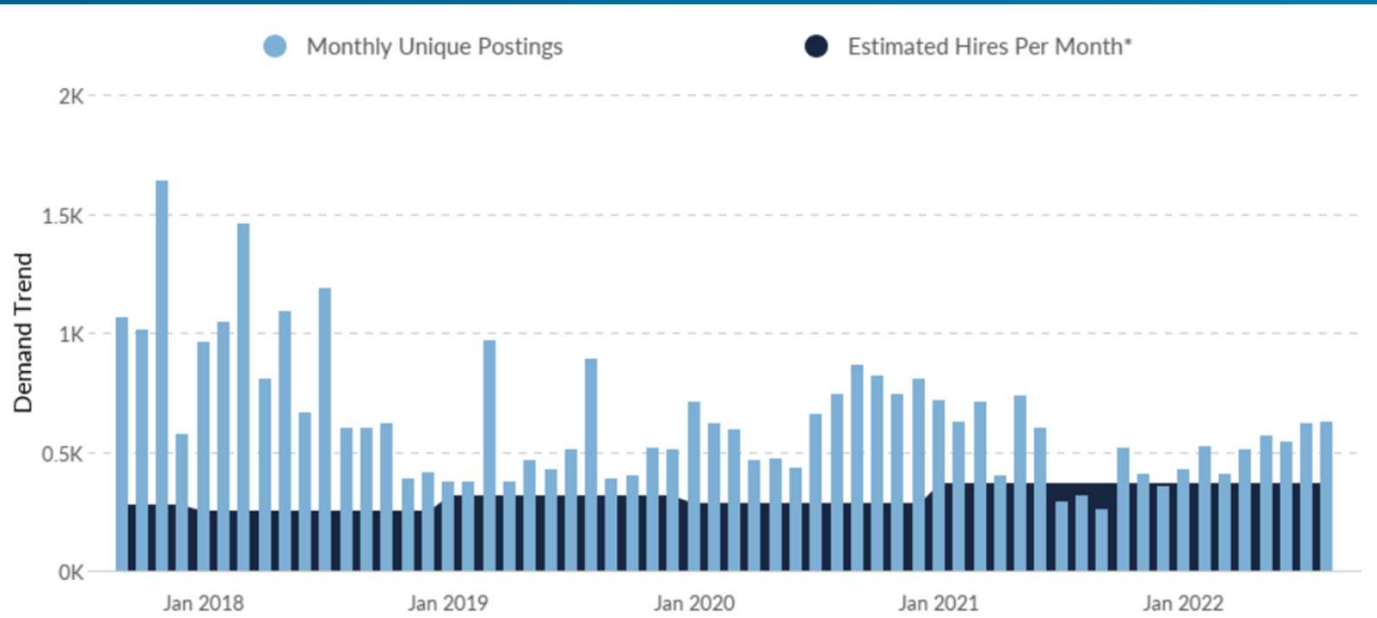
All employers in the region who posted for this job from Jan 2021 to Aug 2022.



### 24 Day Median Duration

Posting duration is the same as what's typical in the region.

## RN DEMAND DATA - EMSI



Occupation	Avg Monthly Postings (Jan 2021 - Aug 2022)	Avg Monthly Hires (Jan 2021 - Aug 2022)
Registered Nurses	508	367

\*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

## RN DEMAND DATA - EMSI

### Top Cities Posting

City	Total/Unique (Jan 2021 - Jun 2021)	Posting Intensity	Median Posting Duration
Charleston, WV	3,243 / 903	4 : 1	18 days
Huntington, WV	2,301 / 434	5 : 1	21 days
Beckley, WV	1,086 / 338	3 : 1	22 days
Martinsburg, WV	749 / 244	3 : 1	31 days
Morgantown, WV	648 / 214	3 : 1	18 days
Parkersburg, WV	278 / 156	2 : 1	18 days
Weirton, WV	217 / 100	2 : 1	18 days
Wheeling, WV	215 / 93	2 : 1	24 days
Bridgeport, WV	157 / 77	2 : 1	17 days
Logan, WV	175 / 70	3 : 1	17 days
Elkins, WV	132 / 68	2 : 1	18 days
Princeton, WV	142 / 62	2 : 1	27 days
Clarksburg, WV	123 / 53	2 : 1	17 days
Ronceverte, WV	73 / 50	1 : 1	5 days
Glen Dale, WV	60 / 40	2 : 1	17 days
Hurricane, WV	97 / 38	3 : 1	24 days
Kingwood, WV	52 / 37	1 : 1	16 days
Danville, WV	42 / 34	1 : 1	20 days
Fairmont, WV	84 / 34	2 : 1	18 days
Bluefield, WV	73 / 33	2 : 1	18 days



## WORKFORCE WV

WORKFORCE WV PROVIDES OCCUPATIONAL DATA FOR ALL JOB CLASSIFICATIONS ACROSS THE STATE USING DATA FROM THE STATE LEVEL.

WHILE THESE DATA GIVE US MORE STATE LEVEL DATA, THEY DO NOT PROVIDE SPECIFIC DATA ON THE AREAS OF NURSING WITH THE MOST NEED.

## RN DEMAND DATA - WORKFORCE WV

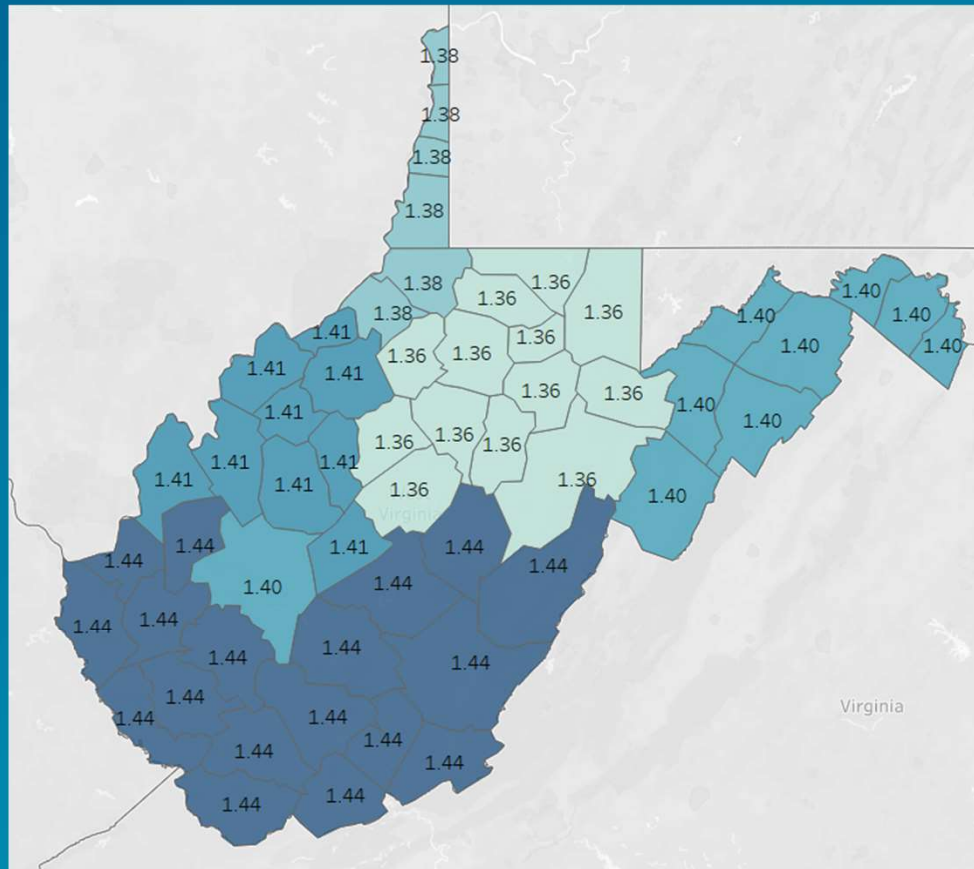
### STATEWIDE PROJECTIONS 2018-2028

SOC Code	Title	Estimated Employment	Projected Employment	Annual Openings	Annual Exits	Annual Transfers	Annual Change	Growth Rate
29-1141	Registered Nurses	21,433	24,619	1,549	639	591	319	1.40
29-1151	Nurse Anesthetists	748	852	50	13	27	10	1.31
29-1161	Nurse Midwives	33	37	2	1	1	0	1.15
29-1171	Nurse Practitioners	1,131	1,411	96	25	43	28	2.24
29-2061	Licensed Practical and Licensed Vocational Nurses	6,045	6,448	516	212	264	40	0.65



## RN DEMAND DATA - WORKFORCE WV

### STATEWIDE PROJECTIONS 2018-2028 BY WORKFORCE REGION



RN DEMAND DATA

## HRSA

HRSA PUBLISHES NURSING WORKFORCE PROJECTION REPORTS REGULARLY. THEIR LAST REPORT WAS PUBLISHED IN 2017 AND CONTAINED NURSING WORKFORCE PROJECTIONS FROM 2014 THROUGH 2030.

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)



RN DEMAND DATA

# HRSA SUMMARY OF THE MODEL AND ASSUMPTIONS

THE MODEL USED BY HRSA IS A MICROSIMULATION THAT ESTIMATES CURRENT AND FUTURE SUPPLY AND DEMAND FOR HEALTHCARE WORKERS ACROSS MULTIPLE PROFESSIONS AND SETTINGS.

LIMITATIONS OF THIS MODEL INCLUDE:

- ASSUMPTION THAT THE HEALTHCARE DELIVERY MODEL WILL NOT CHANGE SUBSTANTIALLY FROM THE BASE YEAR IN 2014.
- STABILITY IN CURRENT RATES OF HEALTHCARE UTILIZATION
- CURRENT GRADUATION RATES AND WORKFORCE PARTICIPATION PATTERNS WILL REMAIN UNCHANGED IN THE FUTURE.

CHANGES IN ANY OF THE FACTORS LISTED ABOVE MAY SIGNIFICANTLY IMPACT THE SUPPLY AND DEMAND PROJECTIONS WITHIN THE REPORT.



RN DEMAND DATA

## HRSA SUMMARY OF THE MODEL AND ASSUMPTIONS (CONTINUED)

ADDITIONAL LIMITATIONS CITED WITHIN THE REPORT:

- ASSUMES NURSE MIGRATION PATTERNS BASED ON RESEARCH THAT NURSES TEND TO PRACTICE IN STATES WHERE THEY HAVE BEEN TRAINED.
- THE MODEL DOES NOT LOOK AT INDIVIDUAL SPECIALTY AREAS



## RN DEMAND DATA - HRSA

Region and State	2014	2030			
	Supply/ Demand <sup>a</sup>	Supply	Demand	Difference <sup>b</sup>	Adequacy <sup>c</sup>
Minnesota	56,200	71,800	68,700	3,100	4.5%
Missouri	59,600	89,900	73,200	16,700	22.8%
Nebraska	20,300	24,700	21,200	3,500	16.5%
North Dakota	7,600	9,900	9,200	700	7.6%
Ohio	122,800	181,900	132,800	49,100	37.0%
South Dakota	10,300	11,700	13,600	(1,900)	(14.0%)
Wisconsin	58,100	78,200	72,000	6,200	8.6%
<b>South</b>					
Alabama	68,000	85,100	79,800	5,300	6.6%
Arkansas	28,400	42,100	32,300	9,800	30.3%
Delaware	9,600	14,000	12,800	1,200	9.4%
Distr. of Columbia <sup>d</sup>	1,800	8,800	2,300	6,500	282.6%
Florida	170,600	293,700	240,000	53,700	22.4%
Georgia	77,200	98,800	101,000	(2,200)	(2.2%)
Kentucky	44,900	64,200	53,700	10,500	19.6%
Louisiana	40,600	52,000	49,700	2,300	4.6%
Maryland	58,700	86,000	73,900	12,100	16.4%
Mississippi	29,100	42,500	35,300	7,200	20.4%
North Carolina	90,000	135,100	118,600	16,500	13.9%
Oklahoma	32,500	46,100	40,600	5,500	13.5%
South Carolina	36,900	52,100	62,500	(10,400)	(16.6%)
Tennessee	61,000	90,600	82,200	8,400	10.2%
Texas	180,500	253,400	269,300	(15,900)	(5.9%)
Virginia	67,900	109,200	86,500	22,700	26.2%
<b>West Virginia</b>	<b>18,800</b>	<b>25,200</b>	<b>20,800</b>	<b>4,400</b>	<b>21.2%</b>



RN DEMAND DATA

## BASED ON THIS INFORMATION, WHAT DOES THIS MEAN?

- THE VAST MAJORITY OF DEMAND PROJECTIONS CITE CONTINUED GROWTH AND NEED FOR RNS IN WEST VIRGINIA.
- BASED ON THE INFORMATION FROM WORKFORCE WV, WE CAN EXPECT THE DEMAND FOR NURSES IN SOUTHERN WV TO GROW THROUGH 2030.
- WE DO NOT HAVE DATA TO SPECIFY WHICH AREAS OF NURSING NEED ADDITIONAL NURSES THE MOST.





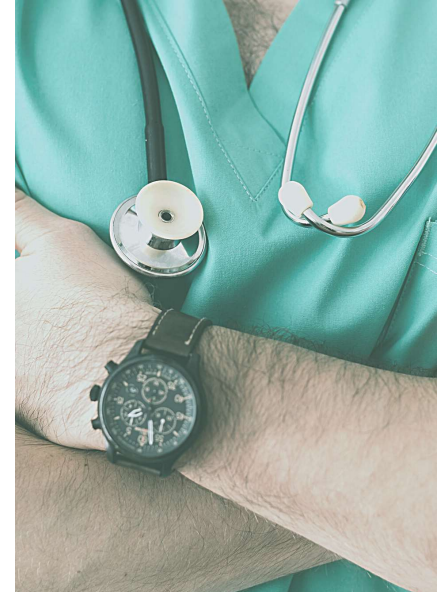
RN DEMAND DATA

## QUESTIONS?

CONTACT US ANYTIME!

### More Info About Us

[www.wvcenterfornursing.org](http://www.wvcenterfornursing.org)  
[nursing@whepc.edu](mailto:nursing@whepc.edu)  
304.558.0838



APPENDIX 3 -  
GOVERNOR'S NURSING  
WORKFORCE INITIATIVE  
(WV HIGHER EDUCATION  
POLICY COMMISSION)



# West Virginia Nursing Workforce Expansion Program





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# Nursing Shortage is a Public Health Crisis

- A national nursing shortage is a public health crisis, limiting access to care for many Americans and West Virginians.
- The pandemic illuminated this crisis.
- At the height of the pandemic, an estimated 2000 hospital beds in WV were closed due to lack of staff.





This Photo by Unknown Author is licensed under [CC BY](#)

## The nursing landscape.....

- Currently about 40,000 nurses (including RNs, LPNs, APRNs) are licensed in WV but how many work here?
- Trends to watch include an aging workforce, an increase in leaving the bedside to move to APRN status, a high number of newer nurses in the workforce with expansion of programs, violence against nurses resulting in injury
- Most nurses are working to the full extent that they wish, very few licensed nurses are unemployed or looking for work
- In the most recent RN licensure renewal period, about 2500 nurses reported doing travel assignments (about 10% of the licensees)

# West Virginia Employment Trends

29-1141.00 - [Registered Nurses](#) 🌟 **Bright Outlook**

View trends for state:  Go

## In West Virginia:

<b>Employment</b> (2018)	21,430 employees
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## In the United States:

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<b>Projected growth</b> (2020-2030)	 9% Average
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West Virginia source: Projections Central [2018-2028 long-term projections](#). United States source: Bureau of Labor Statistics [2020-2030 employment projections](#). "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

Demand for registered nurses continues to grow.... (National Bureau of Labor Statistics 2021)



This Photo by Unknown Author is licensed under [CC BY](#)

## Nursing Education programs.....

- Interest continues to be high, pipeline programs lag
- WV Nursing Scholarship program is a successful effort to keep nurses in WV after graduation
- Faculty shortages limit program expansions
- Nurse migration patterns show that most nurses work close to where they are trained

# A Historic Investment in Nursing in WV

In December 2021, West Virginia Governor Jim Justice committed **\$48 million** to aggressively address West Virginia's nursing workforce shortage through a multi-pronged plan to train, attract, and retain nurses in the Mountain State.

The Governor entrusted these funds to the West Virginia Higher Education Policy Commission to manage. The Commission supports the WV Center for Nursing in meeting its mission.



# Building on other Healthcare Workforce Investment

*These initiatives build upon Governor Justice's successful Save Our Care program, which he made possible with an initial \$58 million in payments to hospitals intended to help them retain and hire staff.*

*By August 2021, there had been an infusion of \$528 million in federal and state funds to hospitals to support pandemic costs prior to Save Our Care. Across all Medicaid services, hospitals were paid \$996 million in FY 2021.*

*Also through Save Our Care, Governor Justice increased Medicaid reimbursements for nursing homes, totaling \$12.5 million per month over normal rates, to offset staffing costs.*



# Purpose of Cares Act Funds

Coronavirus Relief Fund guidance as published in the Code of Federal Regulations directs states to use the funds to deal with the public health crisis created by the COVID-19 pandemic.

The Governor's office intent was not to fund short term "fixes" to the nursing workforce issues illuminated by the COVID-19 pandemic but rather to use these funds to seed initiatives that will have a long-lasting impact on the nursing workforce and more importantly equipping us to care for our citizens.





# Initiative Development

- Training new nurses through expansion of nursing programs with goal of 2000 new nurses in 4 years
- Fully fund the WV Nursing Scholarship Program to statutory limits
- Fund nursing pipeline activities Summer 2022 for middle and high school students across the state
- Attract nurses to WV through lucrative relocation program
- Retain nurses in WV through licensure fee waivers, resilience programming
- Examine and encourage new models of nursing care and education
- Expand education and development opportunities through Nursing Faculty Investment Program

Visit our website at <https://wvnursingworkforce.org/>

# Train New Nurses

11/21/2022  
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION





## Train New Nurses Goal

INCREASE THE NUMBER  
OF NEW NURSES  
GRADUATING FROM  
WEST VIRGINIA NURSING  
PROGRAMS BY 2200 IN  
FOUR YEARS

# Train New Nurses



Twenty-four (24) million dollars in funds were set aside initially to invite every pre-licensure LPN and RN program to expand their enrollment. Approximately 26 million dollars were awarded.

Through an RFP process, 6.3 million dollars were awarded to 3 programs to develop new offerings, including an accelerated associate degree program, a joint BSN program, a new BSN and BA/BS to BSN program, and a new LPN program.

In addition, 19.8 million dollars were awarded to 26 programs to expand their enrollment, while encouraging them to innovate to shorten the time to licensure.

# Train New Nurses Outcomes: Year 1

---

New RN Enrollees above and beyond normal enrollme nt	New LPN Enrollees above and beyond normal enrollment	Total 2022-2023 Academic Year
716	94	810



# Fully fund the WV Nursing Scholarship: Key to keeping graduates in WV

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770K was set aside to fully fund, to statutory limits, the WV Nursing Scholarship. Additional funds were allotted for the 2022-2023 school year. However, SB 518 amendments in 2022 session removed all funding for this scholarship

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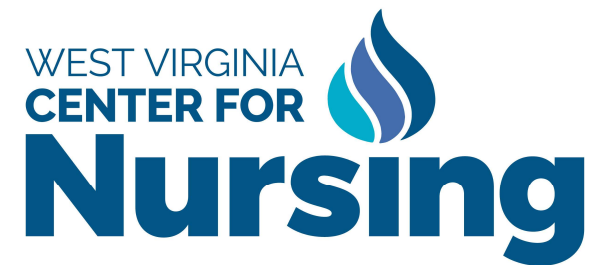
This scholarship provides funds for all levels of nursing students, from LPN through doctoral work (for those preparing for nursing faculty positions). Each year a student receives the scholarship obligates them to 2 years of service in WV.

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The scholarship has never been funded to statutory limits since its inception as it was only funded via nursing licensure fees as a pass through to the WV Center for Nursing.

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Approximately 700 applications were received to date for this scholarship compared to approximately 580 last year. A total of 1.8 million in scholarships were awarded.



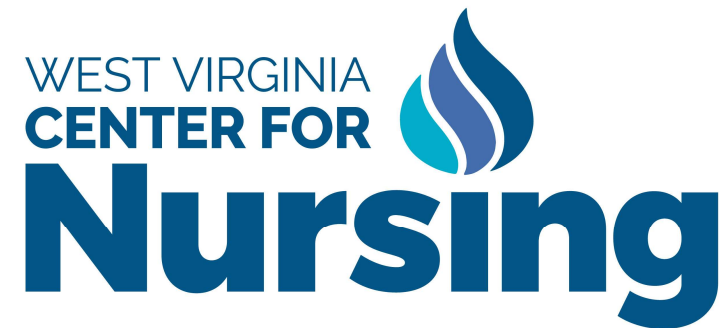
# Billboards and Social Media campaigns



# Fund Nursing Pipeline Activities

Funds were used to support agencies to provide summer Junior and Senior Nursing Academies to over 300 enrollees this summer.

These academies are long standing traditions, and many current nursing program graduates participated in these academies as middle and high school students.





# Attract Nurses to West Virginia

11/21/2022  
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION





## Attract New Nurses to WV

INCREASE THE NUMBER OF NURSES WHO MOVE FROM OTHER STATES TO WEST VIRGINIA TO WORK DIRECTLY FOR A LICENSED HOSPITAL, LONG TERM CARE FACILITY, PRIMARY CARE, PUBLIC HEALTH, OR MENTAL HEALTH SITE BY 1000.

# Collaboration with other State Agencies pays off!

The WV Department of Tourism developed the ASCEND program, along with private donors, to attract remote workers to our beautiful state. Incentives included a relocation bonus and other “perks” of living in “Almost Heaven”.

We borrowed from this initiative and worked collaboratively with Tourism to create the BalanceWV program, playing on our slower pace of living, our great outdoors spaces, our low COVID rates, and our wonderful people.

BalanceWV offered any nurse who relocates to West Virginia the opportunity to receive a 12,000 dollar relocation bonus (in addition to any sign on bonuses received) along with the “perks” of living in our great STATE!



# Balance WV Components

Multimedia campaign in surrounding states and region, as well as states where we traditionally see in migration from.

Collaboration with our State Office of Rural Health and 3RNet, our recruiting site to develop a special landing page for BalanceWV within our state page and for employers to add jobs.

Awarded 56 new nurses through the campaign, and additional awards at state hospitals and health care facilities.

# Some of our social media posts.....

11/21/2022  
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION



# Some of our social media posts.....



Some of our  
social media  
posts.....





# IT PAYS TO BE A NURSE IN WEST VIRGINIA.

Continue your career in the Mountain State and receive a \$12,000 relocation bonus – plus other amazing incentives. While enjoying a quality of life built around world-class outdoor recreation, small towns, strong communities and a lower cost of living.

[BALANCEWVNURSING.COM](http://BALANCEWVNURSING.COM).





# 3RNet Traffic to WV Page During Campaign

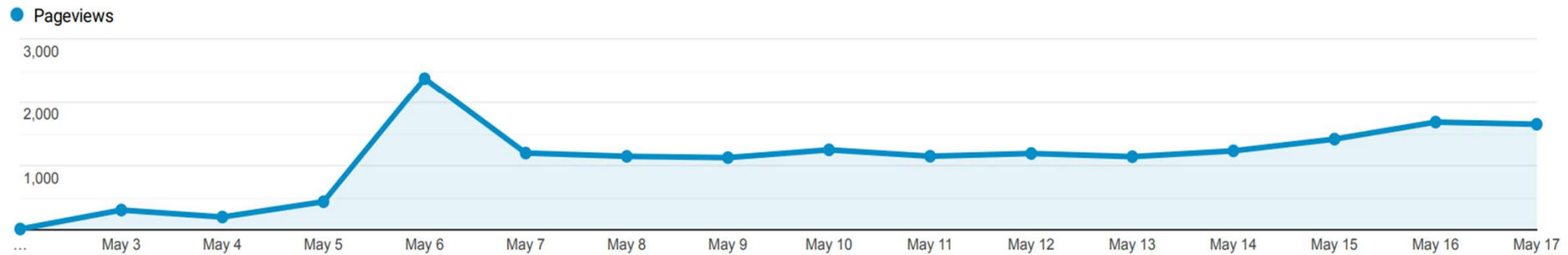
## Pages

ALL » PAGE: /Locations/West-Virginia

May 2, 2022 - May 17, 2022

All Users  
23.75% Pageviews

## Explorer



# End of campaign

- This campaign ended on September 15
- Over 6 million “views” to the campaign materials (web, social media, print, radio)
- About 100 nurses were awarded.

# Retain Nurses in West Virginia

11/21/2022  
WEST VIRGINIA HIGHER EDUCATION POLICY COMMISSION



# New Nurse Support Group

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## Award

Award provided to WV RN Board to create, implement and evaluate a new nurse support group for nurses who have been practicing 0-3 years.

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## Support

Online support group provided under contract by agency that also provides nurse recovery support groups.

---

## Sustain and expand

If pilot successful, Nursing Board will sustain and expand effort to other groups of nurses.

---



# Nursing Licensure Fees

All Nursing licensure fees for 2023 renewal for LPNs and RNs were paid through this funding as a thank you to nurses for remaining in WV and providing care for our citizens.





# Examine New Models of Care and Education

The Higher Education Policy Commission and the WV Center for Nursing will work with the Board of Nursing and the Nursing Shortage Study Commission as appropriate to convene partners to examine new models of nursing care, new roles needed to support nurses, and education models to support those roles.

# Other retention priorities



Funded resiliency training for nursing faculty

Nursing Faculty Investment Program to reward nursing faculty who stay in teaching

Onsite or off-site education opportunities Summer 2022

# Summary

- Aging workforce needs attention now for replacement.
- Expansion of nursing seats in education programs requires continued funding.
- Nurse faculty shortage is real and needs attention.
- Funding for nursing workforce center and nursing scholarship needs to be restored.
- Investment in PR campaign can result in big payoffs in recruitment and retention.
- New models of care may require new knowledges, skills and competencies.
- Must pay attention to needs of new nurses to keep them in the workforce.
- Demand data are imprecise and require collaboration by employers and workforce planners.





QUESTIONS?

# Resources

[www.wvnursingworkforce.org](http://www.wvnursingworkforce.org) (Initiative Overview)

[www.wvcenterfornursing.org/wvcfn-scholarship/](http://www.wvcenterfornursing.org/wvcfn-scholarship/)

[www.collegeforwv.com](http://www.collegeforwv.com) (WV Nursing Scholarship Program)

[www.balancewvnursing.com](http://www.balancewvnursing.com) (Nurse Relocation Bonus Program—will automatically redirect you to the 3RNet--search RN in WV jobs for landing page)

[www.wvhepc.edu](http://www.wvhepc.edu) (Learn more about the WV Higher Education Policy Commission)

Like us on Facebook, Instagram, and LinkedIn at Balance WV, WVHEPC and WV Center for Nursing



# Contact us

Cynthia Persily PhD, RN, FAAN

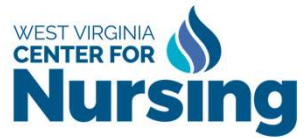
Vice Chancellor for Health Sciences

WV Higher Education Policy Commission

[Cynthia.persily@wvhepc.edu](mailto:Cynthia.persily@wvhepc.edu)



APPENDIX 4 -  
STATEWIDE STRATEGIC PLAN  
(WV CENTER FOR NURSING)



# STATEWIDE STRATEGIC PLAN

Jordyn Reed, M.P.A.  
Administrator, WVCFN



# ABOUT THE WVCFN AND THE STATEWIDE STRATEGIC PLAN

THE WEST VIRGINIA CENTER FOR NURSING IS CHARGED BY W.VA. 30-7B WITH CRAFTING A STATEWIDE PLAN TO ADDRESS THE NURSING SHORTAGE IN WEST VIRGINIA.

IN CONTINUATION OF THE FULLFILLMENT OF THAT REQUIREMENT, THE CENTER ENGAGED IN A PLANNING PROCESS TO DEVELOP A NEW INTERATION OF THAT PLAN IN JULY 2020.

THE BOARD OF DIRECTORS CRAFTED A BROAD STRUCTURE FOR THIS PLAN THAT INVOLVED SEEKING INPUT FROM NURSING STAKEHOLDER GROUPS ACROSS THE STATE TO ENSURE ALL VOICES WERE HEARD.



## **NURSING ADVOCACY AND LEADERSHIP ORGANIZATIONS**

BY SEPTEMBER 2020, THE FOLLOWING GROUPS WERE ASKED TO PROVIDE INPUT:  
FUTURE OF NURSING WV, WVNA, WVNOL, WVANA  
WVANP, WV AMERICAN COLLEGE OF NURSE  
MIDWIVES



## **NURSING EMPLOYER GROUPS**

BY NOVEMBER 2020, THE FOLLOWING GROUPS WERE ASKED TO PROVIDE INPUT:  
WV HEALTHCARE ASSOCIATION, WV HOSPITAL ASSOCIATION, WVPCA, WVRHA, AND WVPHA



## **NURSING EDUCATION**

BY JANUARY 2021, THE FOLLOWING GROUPS WERE ASKED TO PROVIDE INPUT:  
WVADNE, WV LEAGUE OF NURSING, AND WVSNA



# **PLANNING PROCESS FOR THE STATEWIDE STRATEGIC PLAN TO ADDRESS THE NURSING SHORTAGE IN WV**

## **APPROVAL OF THE PLAN**

THE STATEWIDE STRATEGIC PLAN WAS APPROVED AT THE JULY 2020 WEST VIRGINIA CENTER FOR NURSING BOARD MEETING



## **PUBLIC COMMENT INCORPORATION**

FOLLOWING THE PUBLIC COMMENT PERIOD, THE FUTURE OF NURSING WAS USED TO HELP THE CENTER REVIEW ANY SUGGESTIONS PROPOSED BY THE PUBLIC INTO THE PLAN.



## **PUBLIC COMMENT PERIOD**

A 30 DAY PUBLIC COMMENT PERIOD WAS CONDUCTED TO ALLOW INDIVIDUALS NOT COVERED WITHIN THE GROUPS WE ASKED FOR INPUT FROM DURING THE MONTH OF MARCH 2021.

# COMPOSITION OF THE PLAN

## FOCUS AREAS

THE PLAN IS DIVIDED INTO THREE FOCUS AREAS:

- RECRUITMENT
- RETENTION
- DATA

## ORGANIZATION

WITHIN EACH FOCUS AREA THE FOLLOWING IS DEFINED:

- CHALLENGES
- STRATEGIES
- MEASURES



# RECRUITMENT



## **CHALLENGE - ENSURING INTEREST IN NURSING CAREERS AMONG MIDDLE AND HIGH SCHOOL STUDENTS**

**STRATEGY** - ENCOURAGE DUAL CREDIT AND ADVANCED PLACEMENT CLASSES; COMMUNICATE NURSING CAREER PATHWAYS; BETTER COUNSEL STUDENTS ON NURSING CAREERS

**MEASURE** - INCREASED UTILIZATION OF STRATEGIES LISTED ABOVE BY HIGH SCHOOL COUNSELORS AND SECONDARY ENTITIES

## **CHALLENGE - LACK OF KNOWLEDGE AMONG THOSE LOOKING FOR CAREER CHANGES IN NURSING CAREERS**

**STRATEGY** - ENSURE ACCESSIBILITY OF INFORMATION FOR MIDCAREER INDIVIDUALS ABOUT THE NURSING CAREER PATHWAY; INCREASE THE NUMBER OF PROGRAMS THAT ARE FLEXIBLE FOR STUDENTS AND ALLOW WORK WHILE OBTAINING DEGREES

**MEASURE** - AGGREGATE AND DISSEMINATE GUIDANCE FOR THIS POPULATION; SCHOOLS OF NURSING CREATING AND IMPLEMENTING THESE PROGRAMS



# RECRUITMENT



## **CHALLENGE - NURSING FACULTY RECRUITMENT AND RETENTION DUE TO LOW SALARIES**

**STRATEGY** - PARTNERSHIPS WITH HEALTHCARE FACILITIES TO HELP RECRUIT MORE FACULTY; MORE FLEXIBILITY FOR FACULTY WORKING PART-TIME.

**MEASURE** - DEPLOYMENT OF THE STRATEGIES LISTED ABOVE.

## **CHALLENGE - STUDENTS NOT ACCEPTED INTO ONE PROGRAM DUE TO FILLED SEATS MAY NOT APPLY FOR OTHER PROGRAMS WHERE THEY MEET THE ADMISSIONS REQUIREMENTS.**

**STRATEGY** - UNIVERSAL APPLICATION SYSTEM DEPLOYED STATEWIDE SO STUDENTS NOT ADMITTED TO ONE PROGRAM MAY BE ELIGIBLE FOR ANOTHER.

**MEASURE** - CONDUCT A WORKGROUP TO EXAMINE THE FEASIBILITY OF DEPLOYMENT.



# RECRUITMENT



**CHALLENGE - HOME HEALTHCARE REQUIRES NURSES TO WORK MORE INDEPENDENTLY WITH MORE EXPERIENCE, MAKING RECRUITING THEM MORE DIFFICULT**

**STRATEGY** - NURSING CURRICULA SHOULD ADD FOCUS ON COMMUNITY NURSING TO REFLECT CHANGING NEEDS IN THE HEALTHCARE SYSTEM; EXPANSION OF CLINICAL ROTATIONS; INTERPROFESSIONAL LEARNING OPPORTUNITIES;

**MEASURE** - EMPLOYERS WILL REPORT NURSES CAN BE ON-BARDED IN SHORTER AMOUNTS OF TIME AND NURSES WILL HAVE INCREASED COMPETENCIES FOR EMPLOYMENT IN POST-ACUTE CARE

**CHALLENGE - SCHOOLS OF NURSING AND INTERPROFESSIONAL PARTNERS DO NOT PARTNER ENOUGH WITH THE RECRUITMENT PIPELINE**

**STRATEGY** - CONVENE GROUPS OF ACADEMIC STAKEHOLDERS AND INTERPROFESSIONAL PARTNERS TO IDENTIFY OPPORTUNITIES FOR COLLABORATION

**MEASURE** - MORE PARTNERSHIPS BETWEEN ACADEMIC STAKEHOLDERS AND INTERPROFESSIONAL PARTNERS.



# RECRUITMENT

## **CHALLENGE - RURAL HOSPITALS CONTINUE TO STRUGGLE TO RECRUIT NEWLY GRADUATED NURSES**

**STRATEGY** - PARTNERSHIPS BETWEEN LOCAL SCHOOLS OF NURSING AND EMPLOYERS TO CREATE A RECRUITMENT PIPELINE; INCENTIVES TO ATTRACT NURSES TO FACILITIES SUCH AS TUITION ASSISTANCE, LOAN FORGIVENESS, BONUSES, FLEXIBLE SCHEDULING, HOUSING STIPENDS, BENEFITS, WELLNESS PROGRAMS, AND CONCIERGE SERVICES.

**MEASURE** - INCREASE IN NURSING EMPLOYERS LOCATED IN RURAL AREAS REPORTING MORE NURSES COMING TO THEIR FACILITIES.



# RETENTION STRATEGIES



## **CHALLENGE - TURNOVER; NURSES ARE RETIRING EARLIER AND OPTIONS FOR PART-TIME WORK ARE LIMITED**

**STRATEGY** - INCENTIVIZE LARGER EMPLOYERS TO OFFER PRO-RATED BENEFITS FOR PART-TIME EMPLOYEES; PHASED IN RETIREMENT; SELF-SCHEDULING OR FLEXIBLE SCHEDULING

**MEASURE** - INCREASED RETENTION; YOUNGER NURSES WILL BE RETAINED WITH SUPPORT FROM EXPERIENCED PEERS.



## **CHALLENGE - DECENTRALIZED SUPPORT SYSTEMS FOR NURSES**

**STRATEGY** - ENGAGE IN PROMOTION AND PUBLIC DISSEMINATION FOR SCHOLARSHIP, PROFESSIONAL DEVELOPMENT, AND OTHER SUPPORT ACTIVITIES.

**MEASURE** - INCREASED KNOWLEDGE AND UTILIZATION OF RESOURCES AVAILABLE FOR SUPPORT



## RETENTION STRATEGIES



### **CHALLENGE - BEDSIDE NURSES LEAVING THE PROFESSION DUE TO JOB DISSATISFACTION**

**STRATEGY** - CONSISTENT AND VALUED FEEDBACK, ELIMINATE WORKPLACE BULLYING, ENSURE NURSE SAFETY; BETTER ONBOARDING PROCESSES, ENSURE SAFE NURSING ENVIRONMENTS

**MEASURE** - INCREASED RETENTION OF BEDSIDE NURSES



### **CHALLENGE - NURSING SALARIES ARE NOT COMPETITIVE WHEN COMPARED TO NATIONAL AND BORDER STATE AVERAGES.**

**STRATEGY** - EMPLOYERS SHOULD INVESTIGATE WAYS TO MAKE SALARIES MORE COMPETITIVE.

**MEASURE** - INCREASED RETENTION OF NURSES

# RETENTION STRATEGIES



## CHALLENGE - SHORTAGES OF VITAL PPE DURING THE COVID-19 PANDEMIC

**STRATEGY** - NURSING EMPLOYERS MUST ENSURE AN ADEQUATE SUPPLY OF PPE DURING BOTH PUBLIC HEALTH EMERGENCIES AND NORMAL CIRCUMSTANCES.

**MEASURE** - NURSES FEEL SAFER DOING THEIR JOBS AND WILL REMAIN IN NURSING.

## CHALLENGE - NURSES OFTEN FACE BULLYING IN THE WORKPLACE FROM FELLOW NURSES, AND OTHER HEALTHCARE PROFESSIONALS

**STRATEGY** - NURSING EMPLOYERS AND ADVOCACY ORGANIZATIONS SHOULD WORK TOGETHER TO EXAMINE EXISTING STRATEGIES AND EMPLOY NEW ONES. NURSING EMPLOYERS SHOULD CREATE A CULTURE FREE OF BULLYING AND ESTABLISH PROTOCOLS FOR ADDRESSING IT IF IT DOES ARISE.

**MEASURE** - NURSES WILL FEEL SAFER ON THE JOB



## RETENTION STRATEGIES

### **CHALLENGE - VIOLENCE AGAINST NURSES BY PATIENTS**

**STRATEGY** - NURSING EMPLOYERS SHOULD HAVE CLEAR AND DEFINED PROTOCOLS FOR WHEN PATIENTS BECOME VOLATILE. THESE PROTOCOLS SHOULD PRIORITIZE THE PROTECTION OF BOTH THE NURSE AND THE PATIENT.

**MEASURE** - A REDUCED NUMBER OF VOLATILE INSTANCES BETWEEN NURSES AND PATIENTS.



# DATA STRATEGIES

**CHALLENGE - HEALTHCARE FACILITIES DO NOT RESPOND TO DATA REQUESTS ABOUT DEMAND.** CPO

**STRATEGY** - WV LEGISLATURE MIGHT CONSIDER ENFORCING THAT HEALTHCARE FACILITIES RESPOND TO THESE SURVEYS

**MEASURE** - PASSAGE OF LEGISLATION MANDATING HEALTHCARE FACILITIES RESPOND TO DEMAND DATA REQUESTS WITH ENFORCEMENT MECHANISMS.

**STRATEGY** - WVCFN AND WVHEPC CONSIDER DEPLOYING A MORE QUALITATIVE INSTRUMENT FOR THE COLLECTION OF DEMAND DATA.

**MEASURE** - CREATE A NETWORKING GROUP OF HEALTHCARE FACILITIES FOR THE COLLECTION AND AGGREGATION OF NURSING WORKFORCE DATA.



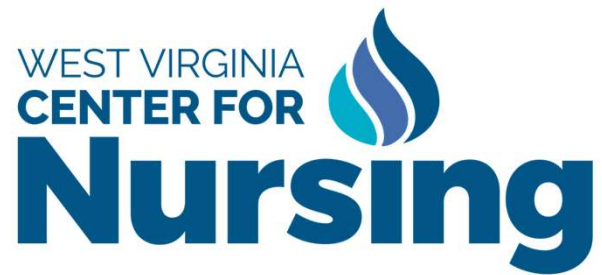
# DATA STRATEGIES

**CHALLENGE - NURSING EDUCATION PROGRAMS DO NOT CONSISTENTLY REPORT DATA ON NURSING EDUCATION PROGRAMS ACROSS THE STATE.**

**STRATEGY** - WV LEGISLATURE MIGHT ENFORCE RESPONSES FOR THE COLLECTION OF THIS DATA TO INCREASE THE AMOUNT OF DATA AVAILABLE.

**MEASURE** - PASSAGE OF LEGISLATION MANDATING RESPONSES TO EDUCATION DATA COLLECTION WITH ENFORCEMENT MECHANISMS TO ENSURE REPORTING.





**THANK YOU!**



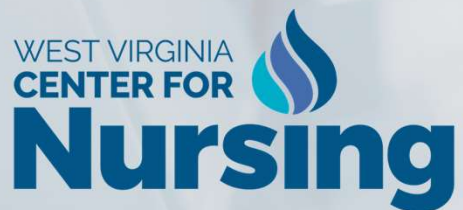
WWW.WVCENTERFORNURSING.ORG  
NURSING@WVHEPC.EDU  
304.558.0838

APPENDIX 5 -  
NURSING WORKFORCE  
SURVEY  
(WV CENTER FOR NURSING)

# NURSING WORKFORCE SURVEY 2022

**JORDYN REED, M.P.A.**

ADMINISTRATOR  
WVCFN



NURSING@WVHEPC.EDU



1018 KANAWHA B.VD



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304.558.0838



# THE SURVEY PROCESS

- **PURPOSE:** GAIN INSIGHT INTO THE NURSING WORKFORCE IN WV THROUGH DIRECTED QUESTIONS ON A VARIETY OF TOPICS CONSTRUCTED BY A GROUP OF NURSING STAKEHOLDERS (WVCFN, WV RN BOARD, WVONL, WVNA)
- **SURVEY INSTRUMENT:** CONDUCTED UTILIZING QUALTRICS; UTILIZED BRANCHING LOGIC TO FACILITATE AN EASIER USER EXPERIENCE; NO PII WAS COLLECTED; DUPLICATE RESPONSES LIMITED THROUGH THE PLACEMENT OF A COOKIE IN THE RESPONDENT'S SURVEY BROWSER
- **IRB APPROVAL:** APPROVED BY THE WVU OFFICE OF HUMAN RESEARCH ON OCTOBER 25TH, 2021 AND DISTRIBUTED TO ALL ACTIVE LICENSEES OF THE WV RN AND LPN BOARDS VIA EMAIL FROM JANUARY 6TH, 2022 THROUGH MARCH 4TH, 2022.





# RESPONSES

OF THE 41,509 NURSES LICENSED TO WORK IN WV (ESTIMATED 7,000 LPNS, 29,817 RNS, AND 4,692 APRNS), 6,278 NURSES RESPONDED TO THE SURVEY, ACCOUNTING FOR APPROXIMATELY 15% OF THE NURSING WORKFORCE LICENSED TO WORK IN WEST VIRGINIA.

# DEMOGRAPHICS



## LICENSURE STATUS

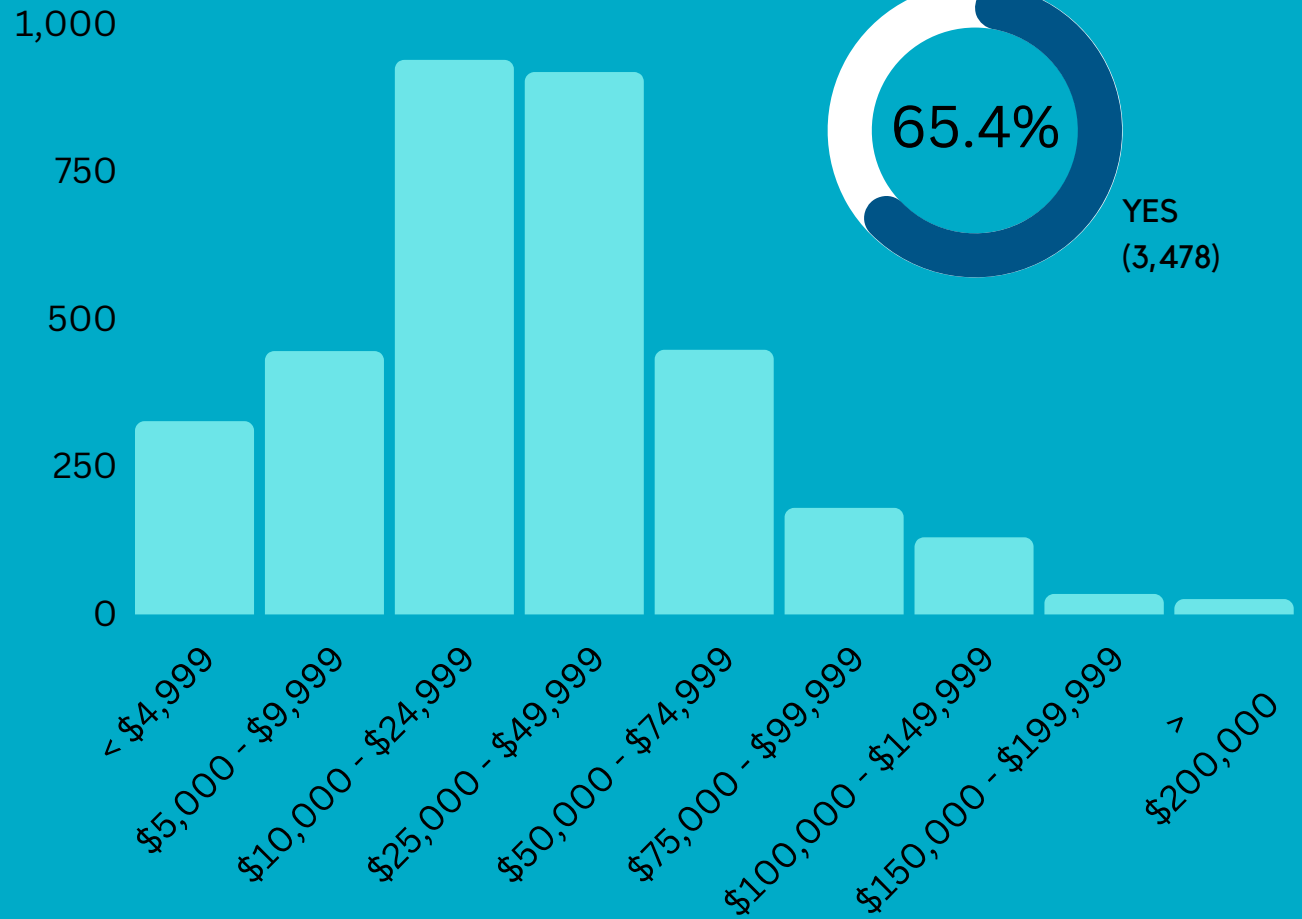
	<b>LPN LICENSURE</b>	<b>RN LICENSURE</b>	<b>APRN LICENSURE</b>
<b>LICENSE IS CURRENTLY HELD</b>	446 (8.49%)	4,926 (92.09%)	570 (10.85%)
<b>LICENSE WAS PREVIOUSLY HELD</b>	856 (16.3%)	6 (0.11%)	45 (0.86%)
<b>NEVER HELD LICENSE</b>	3,949 (75.20%)	417 (7.80%)	4,637 (88.29%)

MOST RESPONDENTS WERE RNS, WHICH IS NOT SUPRISING CONSIDERING THAT MOST NURSES LICENSED IN WV ARE RNS. ANOTHER INTERESTING TREND IS THAT A GOOD PORTION OF PEOPLE STARTED OUT AS LPNS. IN THE FUTURE, WE MAY SEEK TO ADD A QUESTION TO RENEWAL ABOUT THIS TO EXAMINE HOW MUCH OF OUR WORKFORCE HAS INDIVIDUALS WHO STARTED OUT IN NURSING AS LPNS.

# EDUCATIONAL DEBT



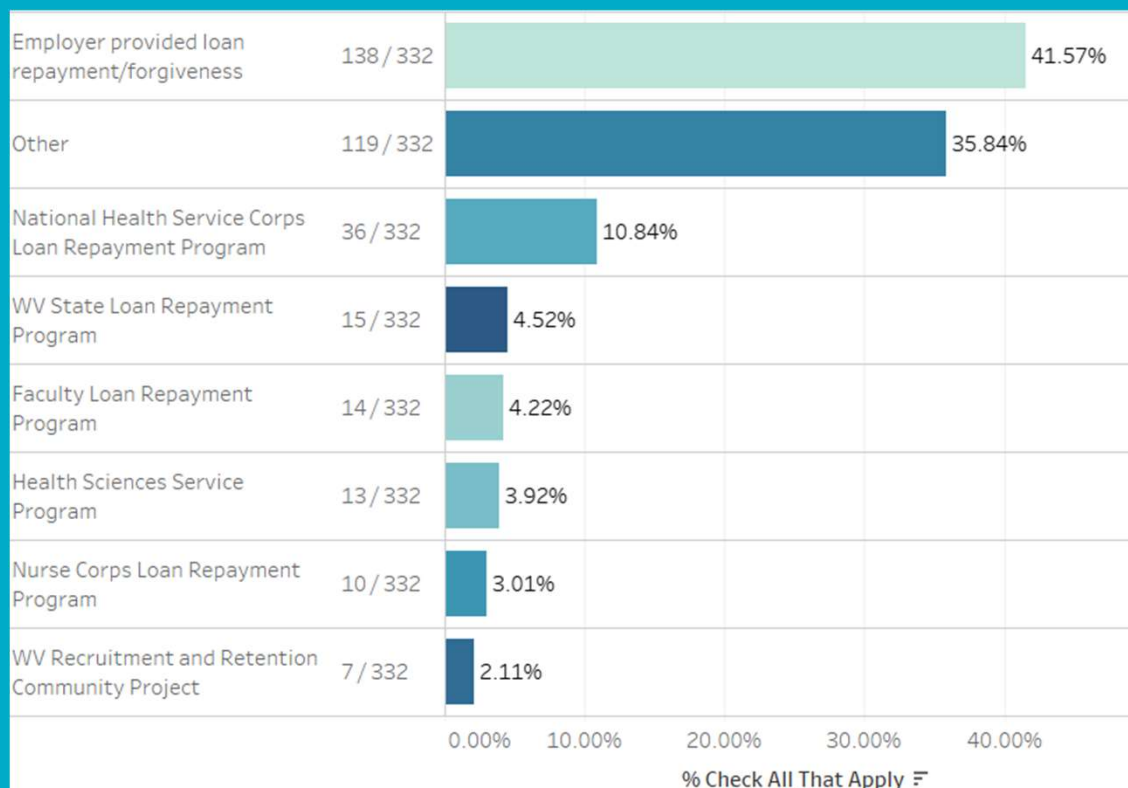
## DID YOU GRADUATE FROM YOUR NURSING PROGRAM'S WITH EDUCATIONAL DEBT?



# SCHOLARSHIP & LOAN FORGIVENESS

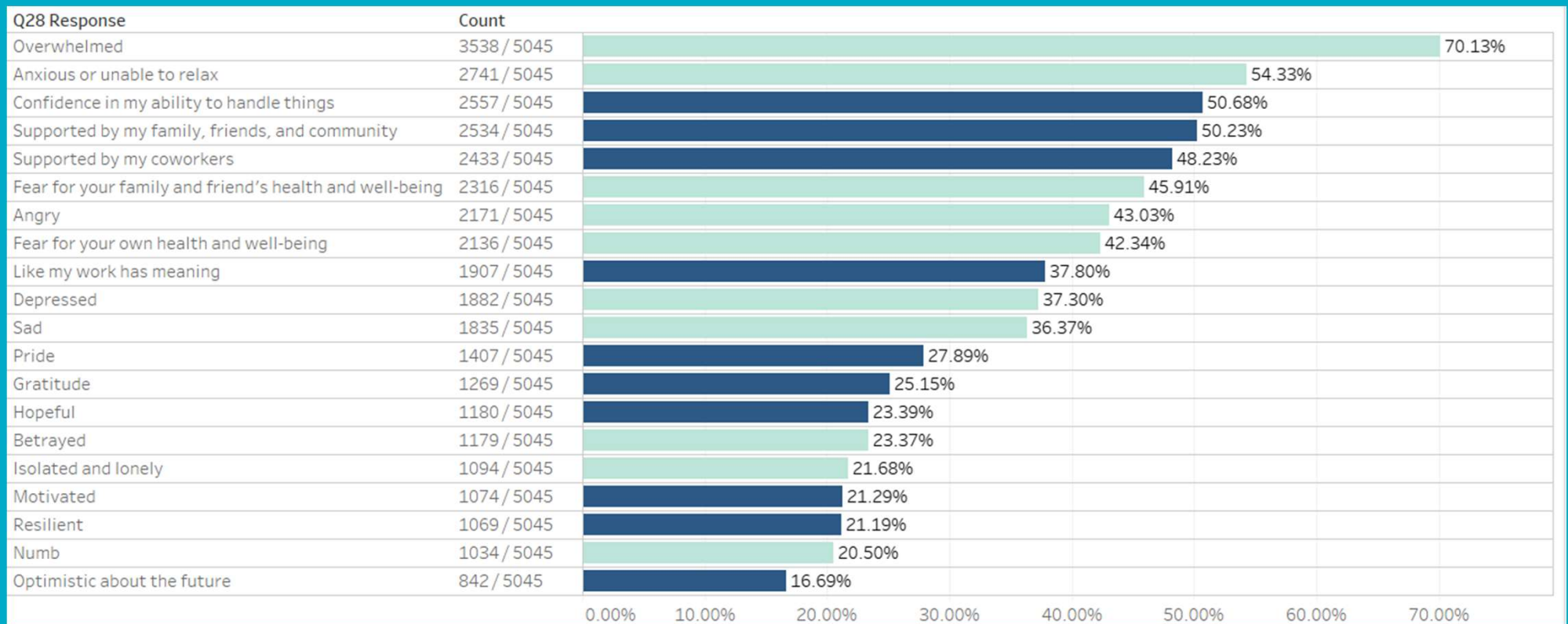
## SINCE COMPLETING YOUR NURSING PROGRAM, HAVE YOU RECEIVED LOAN REPAYMENT OR LOAN FORGIVENESS?

ONLY 10.07% (349) OF RESPONDENTS HAD PARTICIPATED IN A LOAN REPAYMENT OR LOAN FORGIVENESS PROGRAM.



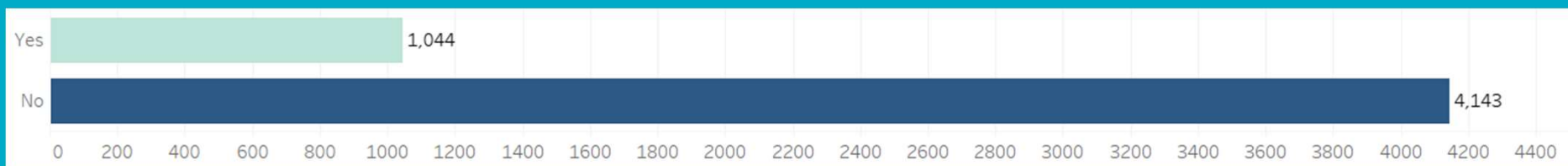
# MENTAL HEALTH AND WELL BEING

IN THE PAST YEAR, HAVE YOU EXPERIENCED ANY OF THE FOLLOWING FEELINGS ASSOCIATED WITH YOUR WORK AS A NURSE? (CHECK ALL THAT APPLY)

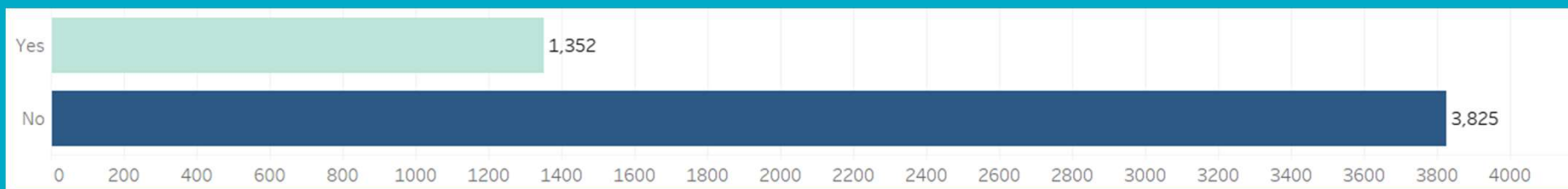


# MENTAL HEALTH AND WELL BEING

**IN THE PAST YEAR, HAVE YOU SOUGHT NEW MENTAL HEALTH SUPPORT FROM A HEALTHCARE PROFESSIONAL?**

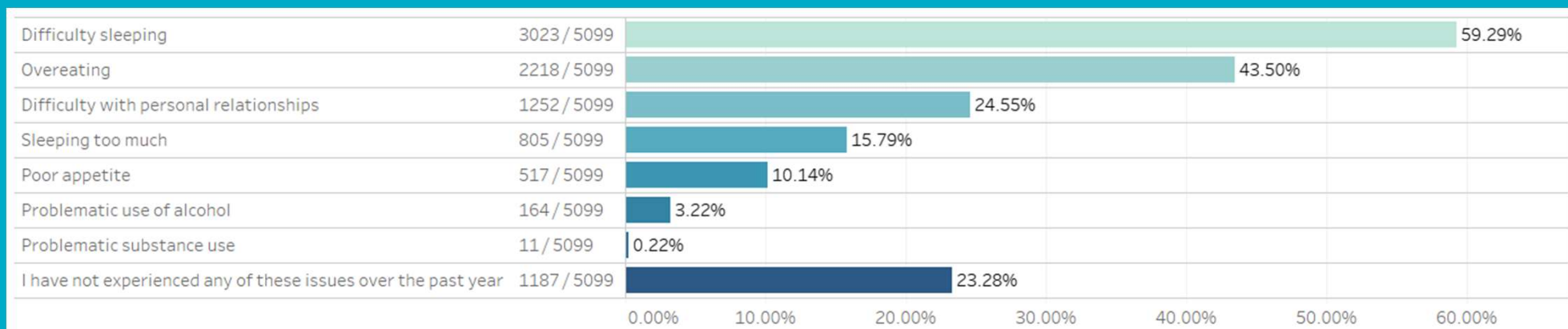


**IN THE PAST YEAR, HAVE YOU SOUGHT NEW MENTAL HEALTH SUPPORT FROM FAMILY, FRIENDS AND/OR YOUR COMMUNITY?**



# MENTAL HEALTH AND WELL BEING

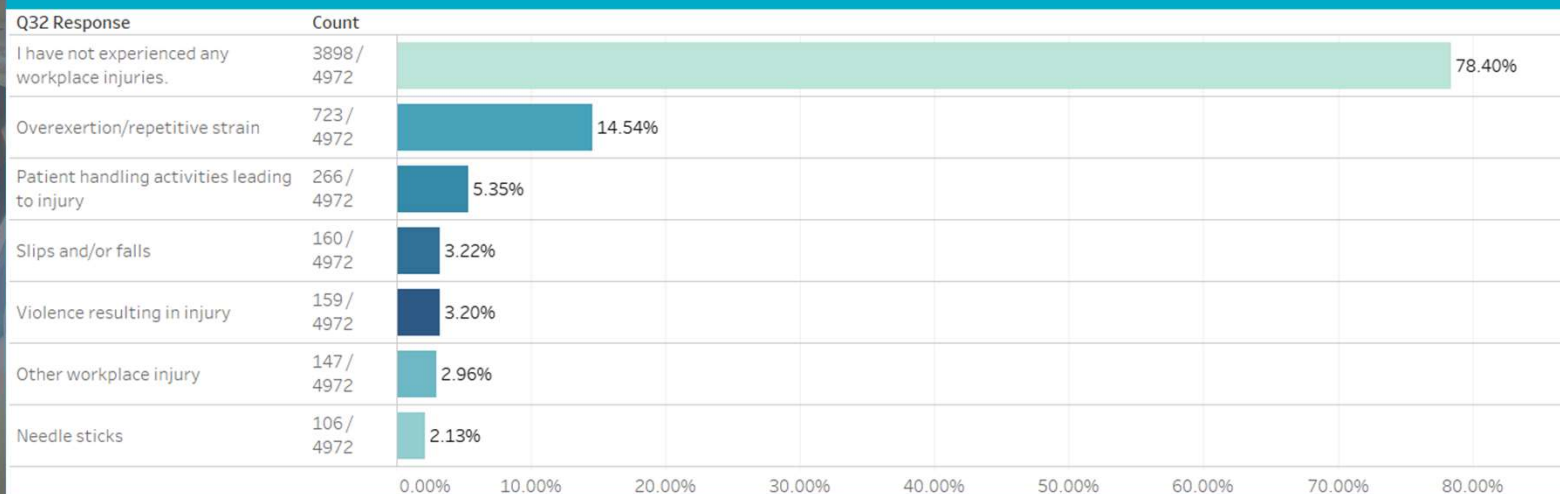
## IN THE PAST YEAR, HAVE YOU EXPERIENCED AN INCREASE IN ANY OF THE FOLLOWING? (CHECK ALL THAT APPLY)





# WORKPLACE INJURIES

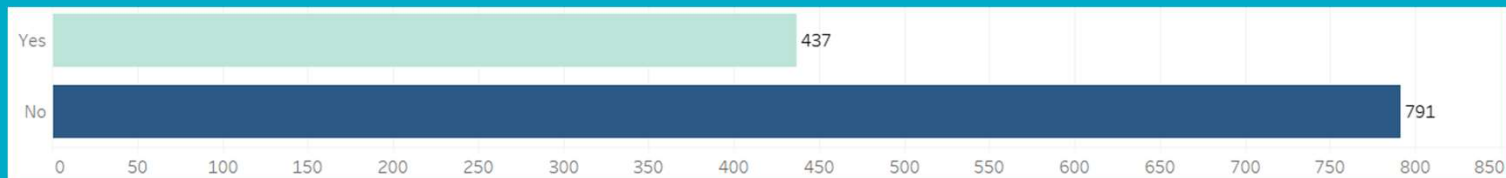
## IN THE PAST YEAR, HAVE YOU EXPERIENCED ANY OF THE FOLLOWING TYPES OF WORKPLACE INJURIES? (CHECK ALL THAT APPLY)



# WORKPLACE INJURIES



## DID YOU SEE A HEALTH PROFESSIONAL ABOUT YOUR WORKPLACE INJURY OR INJURIES?



## DID YOU MISS WORK DUE TO YOUR WORKPLACE INJURY OR INJURIES?



## HAVE YOU HAD TO MODIFY YOUR WORK ACTIVITIES (SUCH AS TAKING FEWER HOURS OR LIGHTER DUTIES) BECAUSE OF YOUR WORKPLACE INJURY OR INJURIES?



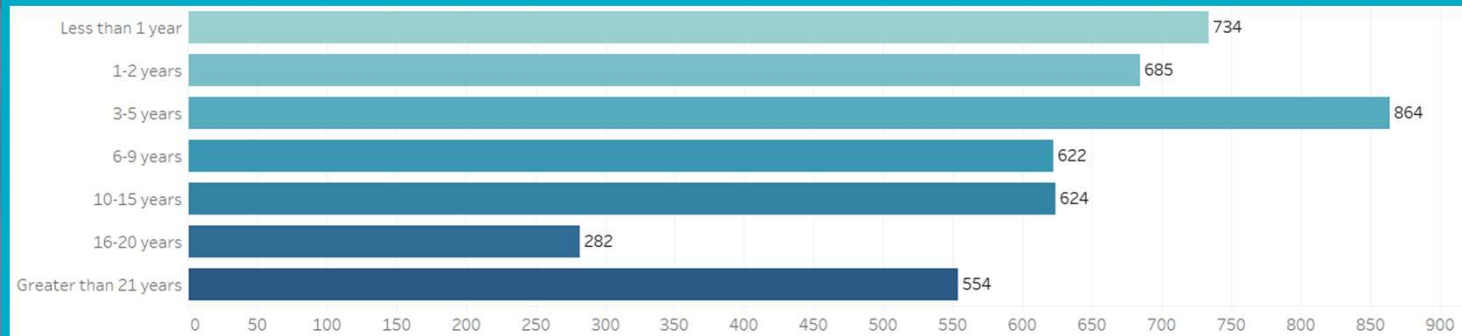
# DIRECT EMPLOYED NURSES



## OVERVIEW

- 85.91% (3,757) OF RESPONDENTS ARE WORKING IN WEST VIRGINIA. AN ADDITIONAL 3.73% (163) ARE WORKING IN MULTIPLE STATES INCLUDING WV. 8.8% (385) OF RESPONDENTS ARE WORKING IN A STATE BORDERING WV. THE REMAINING RESPONDENTS (1.56% OR 68) ARE WORKING IN OTHER STATES OR COUNTRIES.
- 65.56% (2,915) OF RESPONDENTS ARE INVOLVED IN DIRECT PATIENT CARE.
- 23.05% (1,008) OF RESPONDENTS HAVE CHANGED JOBS IN THE LAST YEAR. THOSE WHO CHANGED JOBS WERE ASKED WHY. 54.16% (540) CITED OTHER WORKFORCE REASON NOT INCLUDING THE COVID-19 PANDEMIC, 25.38% (253) CITED OTHER NON WORKFORCE FACTORS, AND 20.46% (204) CITED THE COVID-19 PANDEMIC.

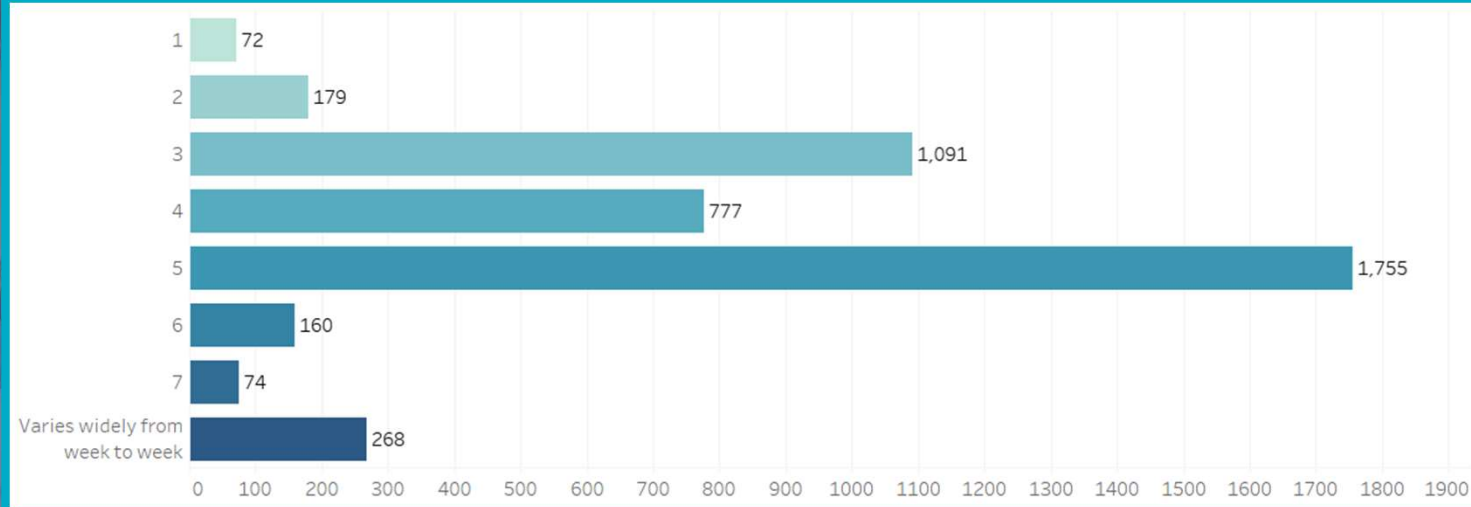
## APPROXIMATELY HOW LONG HAVE YOU WORKED FOR YOUR PRIMARY EMPLOYER?



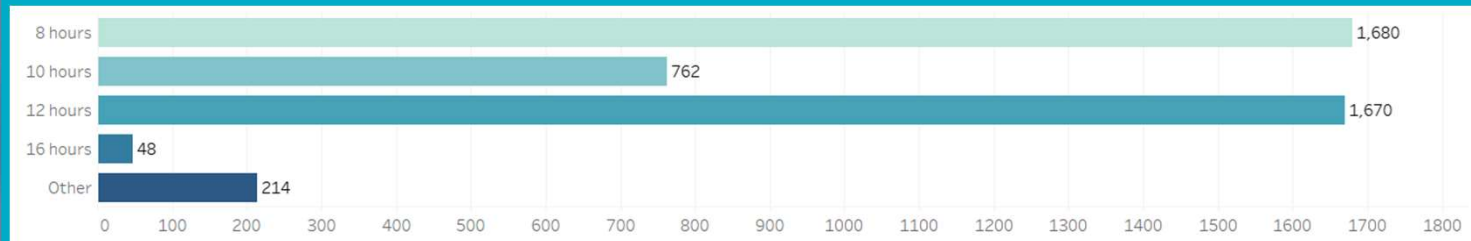
# DIRECT EMPLOYED NURSES



## APPROXIMATELY, HOW MANY DAYS PER WEEK DO YOU WORK?

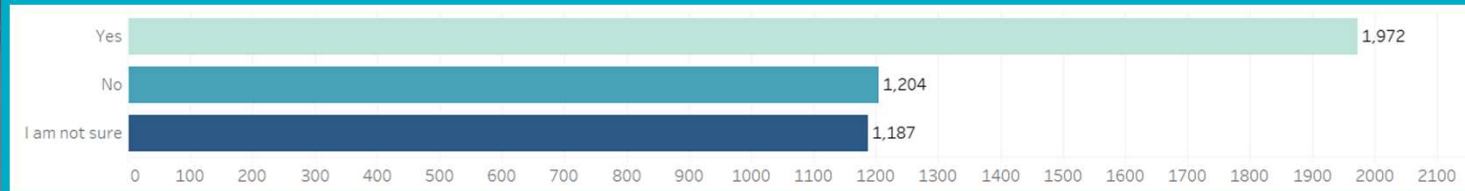


## APPROXIMATELY, HOW MANY HOURS DO YOU WORK PER SHIFT?

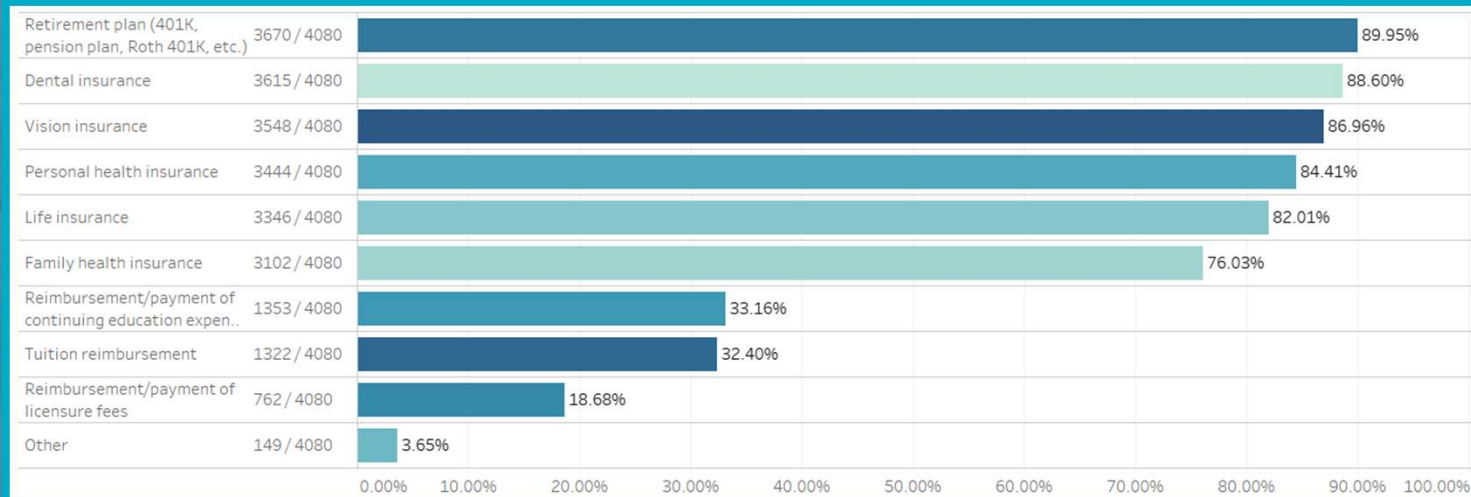


# DIRECT EMPLOYED NURSES

## IF YOU WISHED TO ADVANCE YOUR NURSING CAREER, COULD YOU DO SO WITHIN YOUR CURRENT ORGANIZATION?

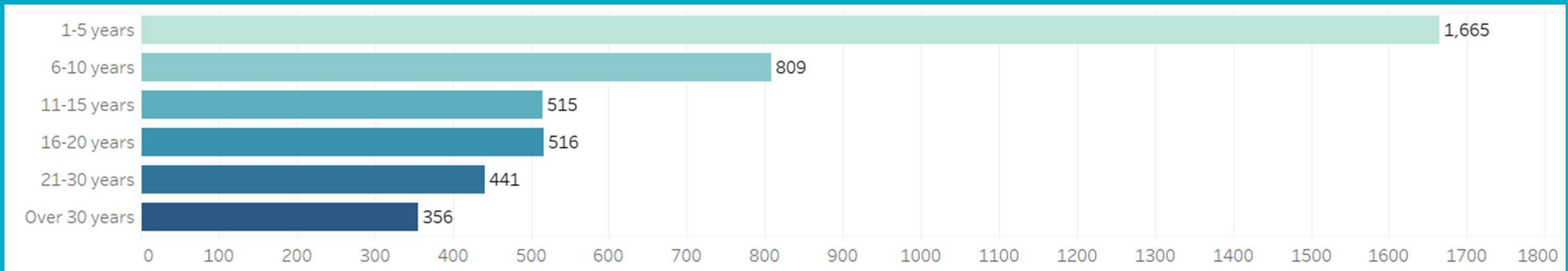


## DOES YOUR EMPLOYER OFFER ANY OF THE FOLLOWING BENEFITS TO YOU OUTSIDE OF YOUR COMPENSATION?



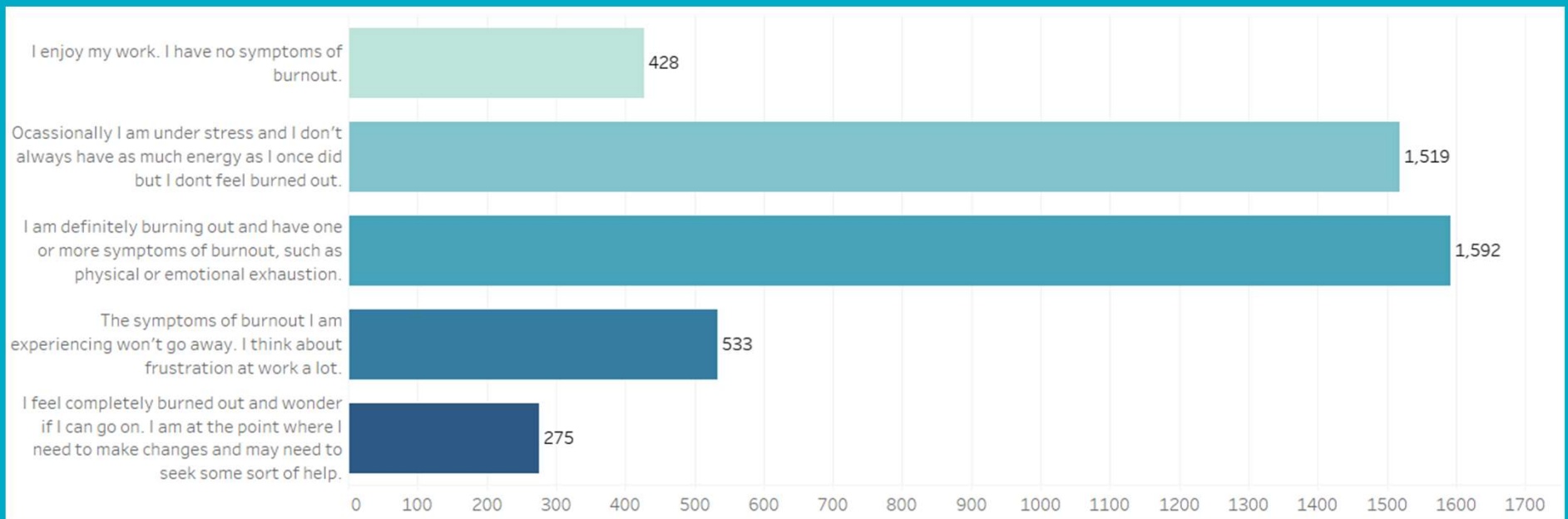
# DIRECT EMPLOYED NURSES

## APPROXIMATELY HOW MUCH LONGER DO YOU PLAN TO PRACTICE AS A NURSE IN WEST VIRGINIA?



# DIRECT EMPLOYED NURSES

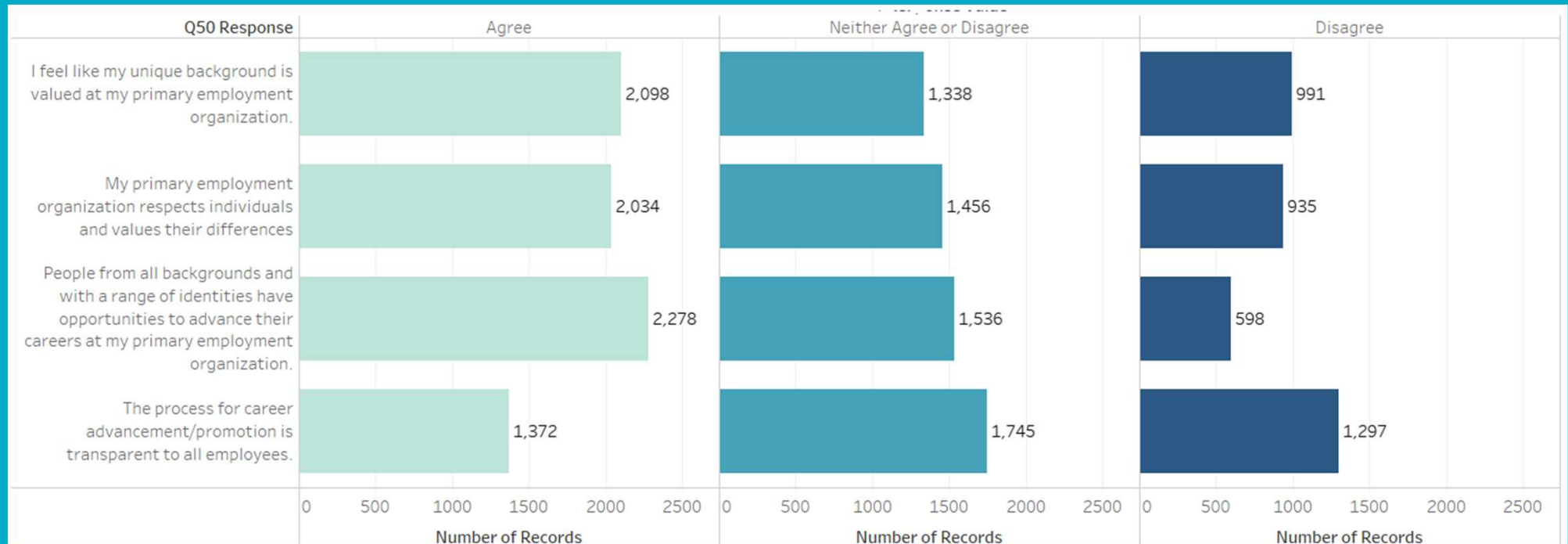
## BASED ON YOUR OWN DEFINITION OF BURNOUT, WHICH STATEMENT MOST ACCURATELY REPRESENTS YOU.



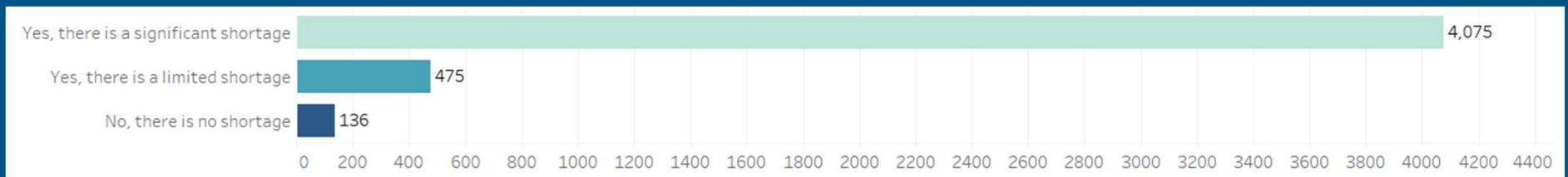


# DIRECT EMPLOYED NURSES

PLEASE RATE ON A SCALE FROM STRONGLY AGREE TO STRONGLY DISAGREE WITH THE STATEMENTS LISTED BELOW IN RELATION TO YOUR PRIMARY EMPLOYMENT ORGANIZATION.

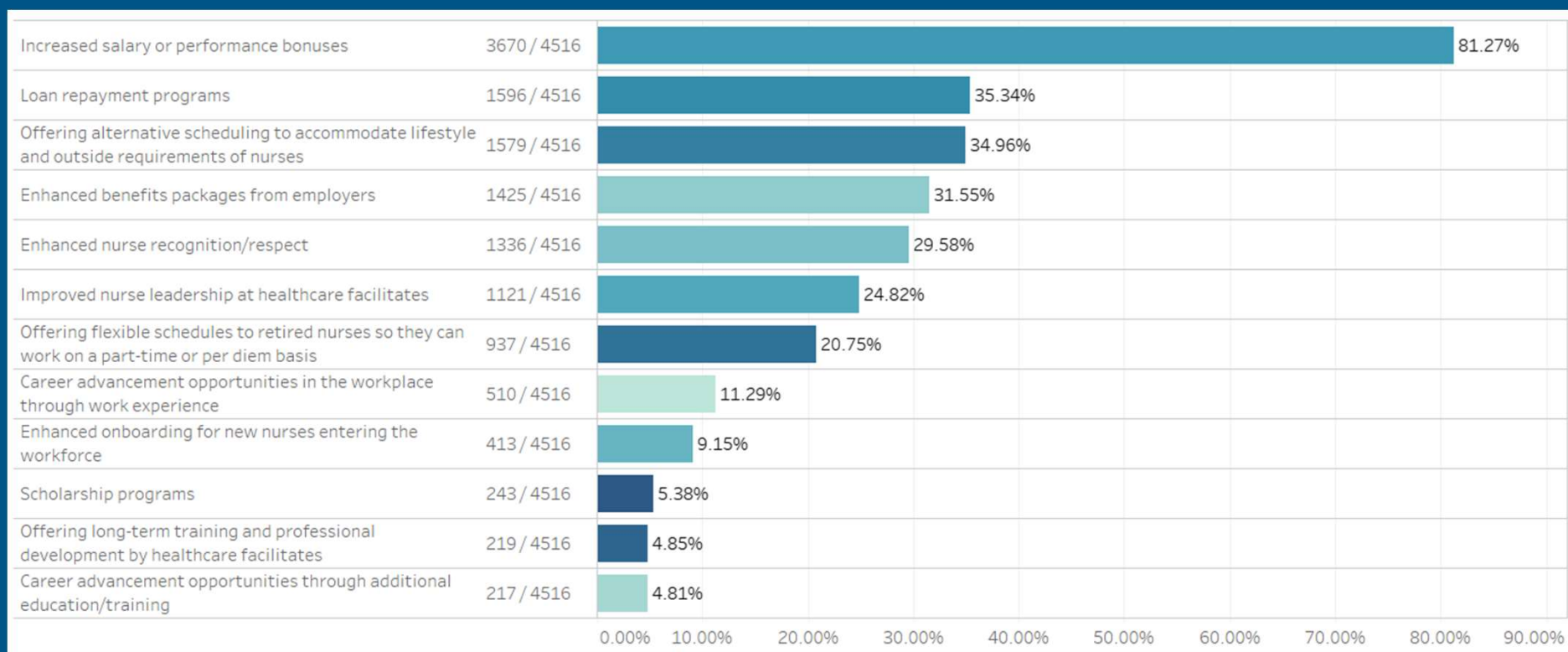


## FROM YOUR PERSPECTIVE, DO YOU BELIEVE THERE IS A SHORTAGE OF QUALIFIED NURSES IN WEST VIRGINIA?



**THE NURSING  
SHORTAGE**

## PLEASE SELECT THE TOP THREE OF THE FOLLOWING INCENTIVES THAT YOU BELIEVE WOULD MOST HELP ALLEVIATE THE NURSING SHORTAGE AND INCREASE RETENTION OF NURSES IN WEST VIRGINIA.



# CONTACT US



[NURSING@WVHEPC.EDU](mailto:NURSING@WVHEPC.EDU)



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304.558.0838



[WWW.WVCENTERFORNURSING.ORG](http://WWW.WVCENTERFORNURSING.ORG)



A long, brightly lit hospital hallway with a teal overlay. The hallway is clean and modern, with white walls and a polished floor. In the distance, a few people in blue scrubs are visible. The teal overlay is a semi-transparent band across the middle of the image, containing the text 'THANK YOU' in white, bold, sans-serif capital letters.

**THANK YOU**

WWW.WVCENTERFORNURSING.ORG

APPENDIX 6 -  
NURSE HEALTH PROGRAMS  
(WV BOARD OF REGISTERED  
NURSES)

# Nursing Shortage Study Commission



**WEST VIRGINIA**  
**BOARD OF REGISTERED NURSES**

October 21, 2022



# Nurse Health Programs

Future:  
Employer/SON  
based team &  
Regional Teams

Regional  
Conferences  
On hold with  
pandemic

WV Restore  
Management  
& Monitoring  
Contract

WV Restore  
Facilitated  
Peer Support  
Groups  
Contract

Early Career  
Nurse Peer  
Support  
Groups

NH Coaches  
Contract for  
training

Outreach  
Education

# Nurse Health Program #1

## *WV Restore*

### Mission Statement

To protect the public by providing a monitoring and recovery program for nurses with a substance use disorder or a qualifying mental health condition.

### • Overview

- West Virginia Code §30-7-11a passed in 2012 to encourage voluntary participation in a monitored chemical dependency or major mental illness programs.

WVR program contracts the daily management and operations of the nurse health program with Parkdale (monitoring) and Birchwood (peer support groups).



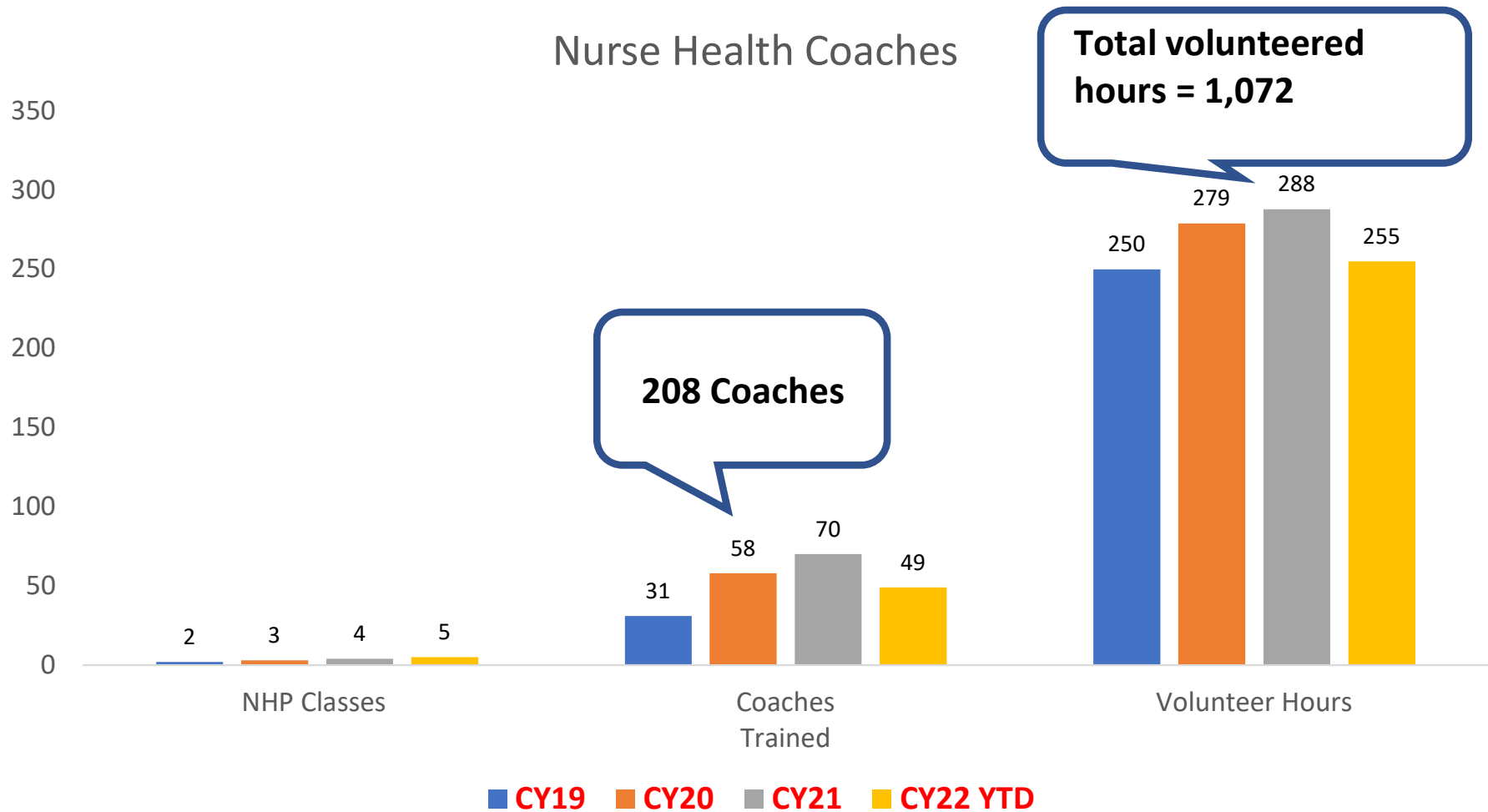


# Life Coaching

## Nurse Health Program #2 Nurse Health Coaches

- Building a statewide team of Nurse Health Coaches
- Nurse Health Coaches are available to every registered nurse in West Virginia and the process is confidential. Go to <https://www.strengtheningrace.com/request-a-free-recovery-life-coach>
- Board funded training for interested RNs willing to volunteer their time to fellow nurses with life's challenges.
- Next class is Oct 11-14 beginning at 8:00am to 4:00pm each day (Monday –Thursday)

# Nurse Health Program



\*FY20 with State of Emergency; no onsite classes since March 23, 2020  
Celebration scheduled November 2022



# Nurse Health Program #3 Outreach Education

---

- Recruiting Director of Outreach
- Take message to the nurses, employers & students
- Implement the Regional Conferences
- Cultivate NH Coaches & Regional Teams



# Nurse Health Program #4

## Early Career Nurse Peer Support Groups (Nurses in their first three years of practice)

---

- Board offering opportunity to join other early career nurses in a safe (confidential) atmosphere
  - Discuss factors in healthcare impacting mental health
  - Guided by experienced facilitators
- THESE SUPPORT GROUPS ARE VIRTUAL AND FREE TO ALL PARTICIPANTS.
- Funded through Governor's Nursing Workforce Expansion Program announced in December 2021 to aggressively address West Virginia's nursing workforce shortage through a multi-pronged plan to attract, train, and retain nurses in the Mountain State.
- IF YOU ARE INTERESTED IN PARTICIPATING IN A GROUP OR WOULD LIKE MORE INFORMATION, EMAIL [support@birchwoodsolutions.net](mailto:support@birchwoodsolutions.net) or 855-313-2457. For more information, visit: [www.birchwoodsolutions.net/wvearlycareernurse](http://www.birchwoodsolutions.net/wvearlycareernurse)



# 2022 **AAPDAC** CONFERENCE

Diversity of  
Evidence Based Medicine  
Through Unity of Purpose

Contact WV Restore at  
<https://wvrestoreprogram.com/> or call  
304.932.7675 for more information  
about the scholarships.

REGISTRATION - \$150

FRIDAY EVENING SPEAKER/  
DINNER TICKET - \$10

**AAPDAC.ORG**

# SAVE THE DATE

## SEPTEMBER 22 – 24

Morgantown Marriott at Waterfront Place • Two Waterfront Place, Morgantown, WV





APPENDIX 7 -  
ADDITIONAL DATA  
REQUESTED BY COMMISSION  
MEMBERS  
(WV CENTER FOR NURSING)

# Additional Data Requests

West Virginia Center for Nursing

Administrator

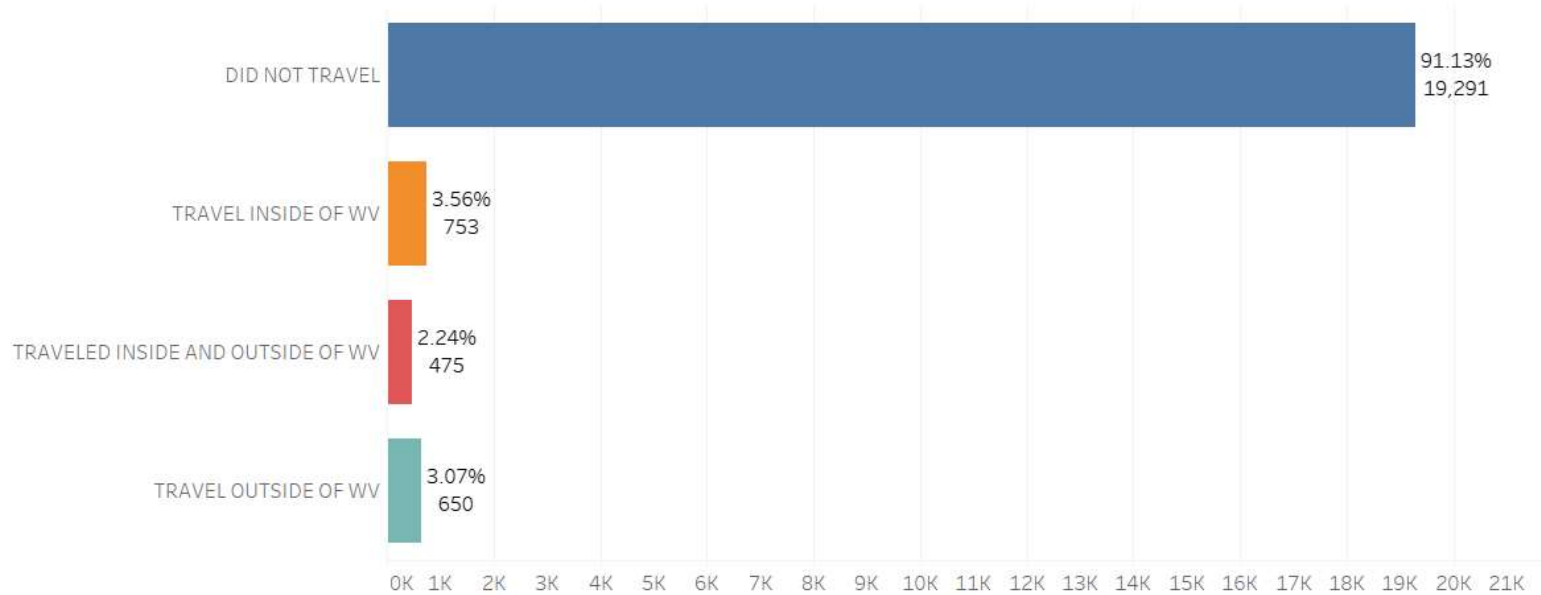
Jordyn Reed, M.P.A.

# Travel Nursing

- We have updated travel nursing questions and have been able to isolate those nurses who responded they traveled both inside and outside of WV.
- While this data is not yet complete for the 2022 year, we are closer to those final figures than the last time we shared this information with the group.
- We have filtered this information to only include nurses who report working in WV and are employed in fields requiring a nursing license to ensure we are just looking at those nurses most relevant to our discussions.
- Overall, we are seeing that 91.13% (19,291) of licensees are reporting they have not traveled during the last licensure year. Of those who did travel, only 3.07% (650) reported only traveling outside of WV. The remaining 5.8% (1,228) reported traveling in WV or traveling both inside and outside of WV.

# Travel Nursing

Travel Nursing Among RN Board Licensees For Those Employed in WV And In Positions That Require A Nursing License, 2022\*



# Hours Worked By Licensees By Work Location

Hours Per Week by Employment Setting for RN Board Licensees Employed in WV, 2022

Hours Per Week Groups	Employment Setting	% of Total Number of Recor..	Number of Records
19 HOURS OR LESS	Hospital	3.42%	441
	Ambulatory Care Setting	4.29%	85
	Other (Please specify)	5.29%	75
	Nursing Home/Extended Care	4.67%	52
	Home Health	5.30%	38
	Community Health	4.65%	29
	Hospice	5.40%	19
	Public Health	11.58%	33
	Dialysis Center	2.45%	5
	Assisted Living Facility	15.27%	20
	Correctional Facility	3.16%	3
	20 TO 31 HOURS	Hospital	7.57%
Ambulatory Care Setting		8.53%	169
Other (Please specify)		8.32%	118
Nursing Home/Extended Care		4.49%	50
Home Health		7.81%	56
Community Health		5.46%	34
Hospice		6.82%	24
Public Health		9.47%	27
Dialysis Center		0.98%	2
Assisted Living Facility		10.69%	14
Correctional Facility		4.21%	4

- We have taken the hours worked per week as reported by licensees and filtered that data for those employed in WV and those who are employed in positions that require a nursing license. We have also grouped those hours worked per week into four general groups (19 hours or less, 10-31 hours, 32 to 40 hours, and greater than 40 hours). The 32 to the 40-hour group should be those who are considered full-time by most employers.
- From this data we see that for nurses who are employed in hospital settings, a majority are working full-time hours (80.40% (10,363)), we do have a portion who are working more than 40 hours per week on average (8.61% (1,110)).

# Educational Debt

- WVHEPC has provided the nursing educational debt vs. no debt figures.
- This is only for our in-state public schools and does not include out-of-state schools or online-only programs.
- Data includes both in-state and out-of-state graduates. As we all know, out-of-state graduates have a higher debt load than in-state ones. And that difference is even more when considering the length of programs (i.e. ASN and BSN degrees)
- The numbers include graduate debt. If a student has progressed into graduate school, that would be additional debt they are taking on.
- If a student has multiple undergraduate degrees, that undergraduate debt for a non-nursing program is included within this calculation. While the number of RNs indicating other degrees outside of nursing within licensure renewal data is low, debt from those other degrees would be included in these figures to arrive at averages.
- \*\* No debt information is based on financial aid data reported by public WV institutions.

Associate Degree in Nursing		
Graduating Cohort	Average Loan Debt - Undergraduate Level*	Percent of Total Graduates with No Debt**
2017-2018	\$24,345	27%
2018-2019	\$23,692	27%
2019-2020	\$25,892	28%
2020-2021	\$26,679	28%

Bachelor's Degree in Nursing		
Graduating Cohort	Average Loan Debt - Undergraduate Level*	Percent of Total Graduates with No Debt**
2017-2018	\$36,558	27%
2018-2019	\$35,511	28%
2019-2020	\$38,885	29%
2020-2021	\$36,501	31%

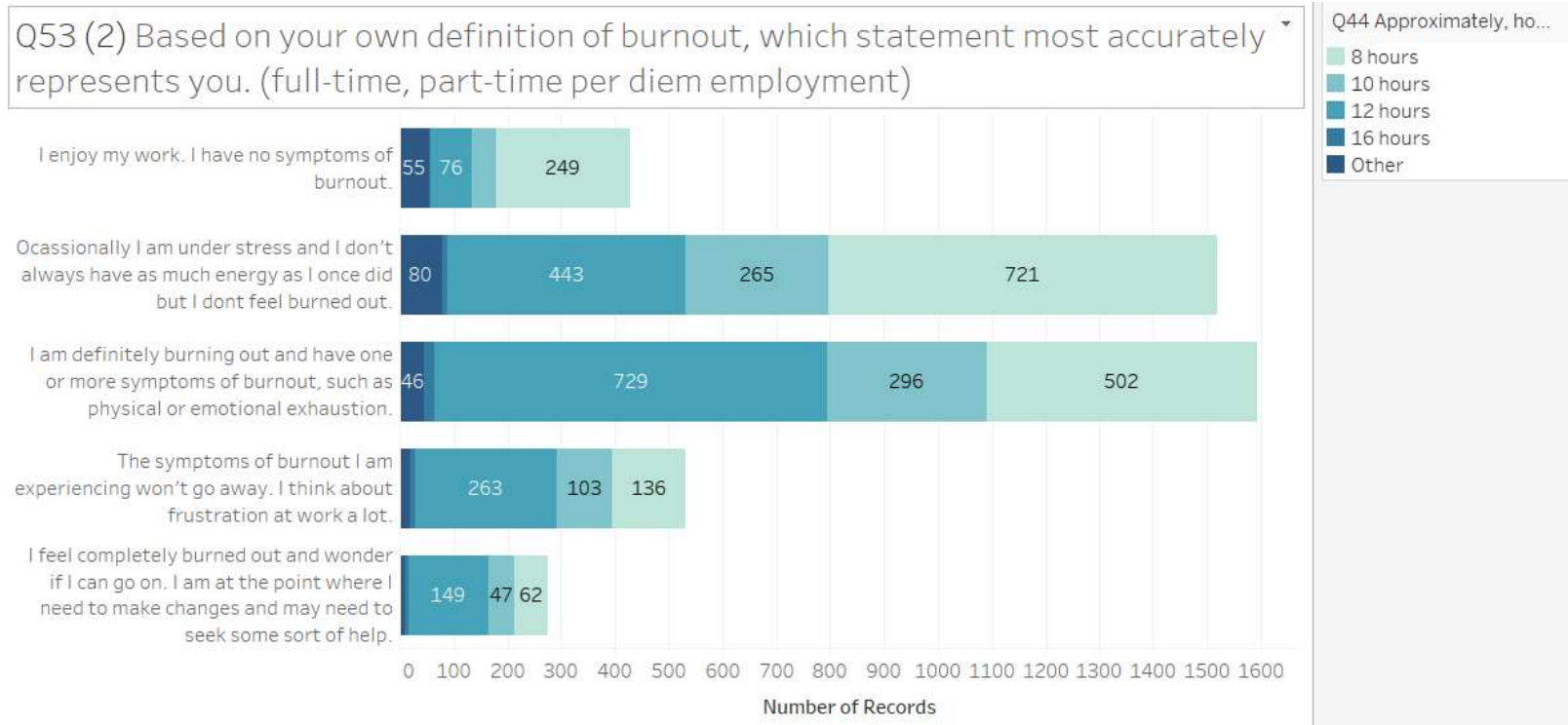


# Burnout by Shift Lengths on Workforce Survey 2022

- We completed a data run of the Workforce Survey 2022 data to examine burnout by shift length among survey respondents. Below is a screenshot of the chart and a breakdown of the figures in a table. Most respondents fall into working in 8-hour shifts or 12-hour shifts (76.48% of respondents who also responded to the burnout question). When comparing the burnout of the two, those with 8-hour shifts, responses are more concentrated in responses connected to having less burnout, while those with 12-hour shifts seem to be reporting more burnout by comparison.

Response	8-hour shifts	10-hour shifts	12-hour shifts	16-hour shifts	Other shifts
I enjoy my work and I have no symptoms of burnout.	249 14.91%	46 6.08%	76 4.57%	2 3.45%	55 26.31%
Occasionally I am under stress and I don't always have as much energy as I once did but I don't feel burned out.	721 43.17%	265 35.00%	443 2.67%	9 15.52%	80 38.28%
I am definitely burning out and have one or more symptoms of burnout, such as physical or emotional exhaustion.	502 30.05%	296 39.10%	729 43.92%	19 32.76%	46 22.00%
The symptoms of burnout I am experiencing won't go away. I think about frustration at work a lot.	136 8.14%	103 13.60%	263 15.84%	10 17.24%	19 9.09%
I feel completely burned out and wonder if I can go on. I am at the point where I need to make changes and may need to seek some sort of help.	62 3.73%	47 6.21%	149 8.98%	8 13.79%	9 4.30%
<b>TOTAL RESPONDENTS WITHIN CORRESPONDING SHIFTS</b>	1670	757	1660	58	209

# Burnout by Shift Lengths on Workforce Survey 2022



# Additional Data

- The WV Hospital Association got back to me about our question on hospital beds. They say that we are down 16% from August 2021 to August 2022 in the number of hospital beds available in WV. While we cannot attribute the reason for this decrease solely based on the nursing shortage, it is likely a contributing factor.

# ACKNOWLEDGEMENTS

*We thank you for your continued support in our efforts to further help the nursing workforce in West Virginia.*

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