

#

Judging Dept.

**Moira Lancelot**

Student

HPM&B

2

Paul O Wing

Dept or Program Years in program

Mentor

## TOWARD A COMPREHENSIVE METHOD FOR IDENTIFYING FACILITIES WITH NURSING SHORTAGES

Author (s)

**Moira Lancelot**

**Background and Significance:** Past records show registered nurse (RN) shortage-surplus cycles in the US. Since 1996 growth of the nursing workforce has slowed. The Bureau of Labor Statistics predicts increased demand for new RNs to fill vacancies left by retiring RNs and to meet growing demand for new ones. If areas of critical nursing shortages can be correctly identified then incentives to join the nursing profession can be awarded to those who are in these areas.

**Goal:** Validating a method for identifying facilities with critical RN shortages

**Method:** The North Carolina Center for Nursing supplied the Center for Health Workforce Studies with 2004 data from RN employers. This was a list of 10 facilities at top and bottom of the predicted shortage list for each facility type (20 per facility type). A mail-in/fax-back study questionnaire was formulated to be used as the validation tool. Phone calls were made to all 80 facilities to verify participation for the study. Each respondent received a description of the study. Respondents expressed their preferences as to how they would respond to the study questionnaire. CHWS ranked shortages of facilities anonymously and sent the results to NCCN for feedback.

**Results:** A rank order correlation of 0.347 was found between the 2004 study and the validation study, better than expected by random chance ( $p=0.016$ ). However RN recruitment difficulty is not an ideal method for measuring nursing shortages.