

Developing a Nursing Workforce Center for Alaska

Board of Nursing Meeting
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Advancing Healthcare for Alaska

For over 70 years, the Alaska Hospital & Healthcare Association (AHHA) has served as a non-profit trade association representing and supporting Alaska's hospitals, nursing homes, and other healthcare partners across the continuum of care.

AHHA members play an invaluable role, both as community providers and essential employers, in cities, towns, and villages across Alaska.

What we do:

- Lead advocacy efforts in support of policy and legislation that impact members.
- Bring together members and stakeholders for education, training, and collaborative work.
- Provide funding, research, and other collateral in support of member facilities.



AHHA's mission is to advance the shared interests of Alaska's hospitals, nursing homes, and healthcare partners to build an innovative, sustainable system of care for all Alaskans.

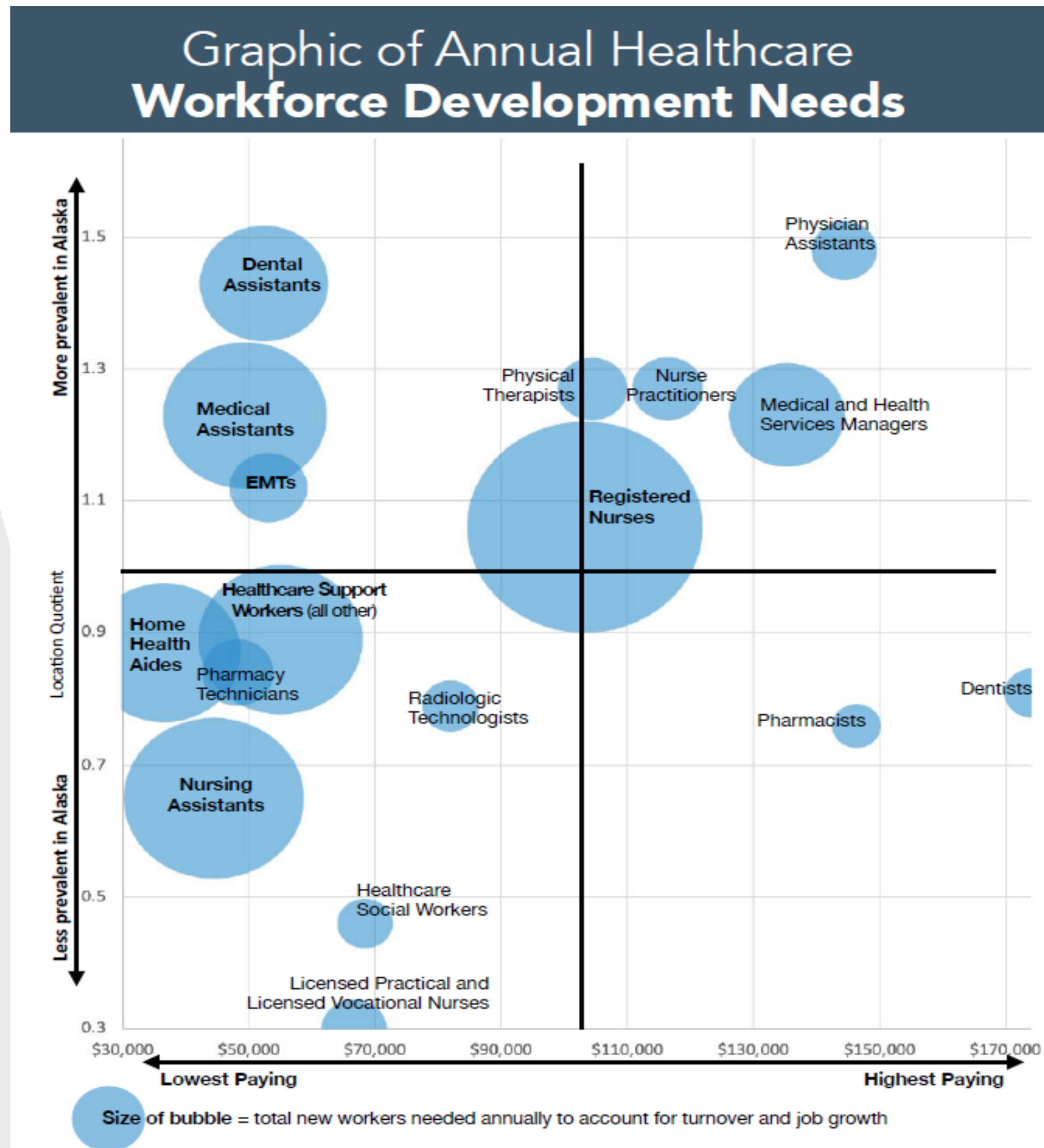
What is a Nursing Workforce Center?

- State-level organization ensuring a robust, diverse, and well-prepared nursing workforce
- Works to address nursing shortages, support nursing education, protect the well-being of nurses, and other matters affecting the nursing workforce to meet the state's health care needs
- Use a data-driven approach to nursing workforce planning.
- 45 state organizations across the country

“State nursing workforce centers help to clarify the meaning and context of nursing shortages at the local and state level. We need to ask the right people, the right questions, to define the right problems.”

- Georgia Nursing Workforce

Why a Nursing Workforce Center in Alaska?



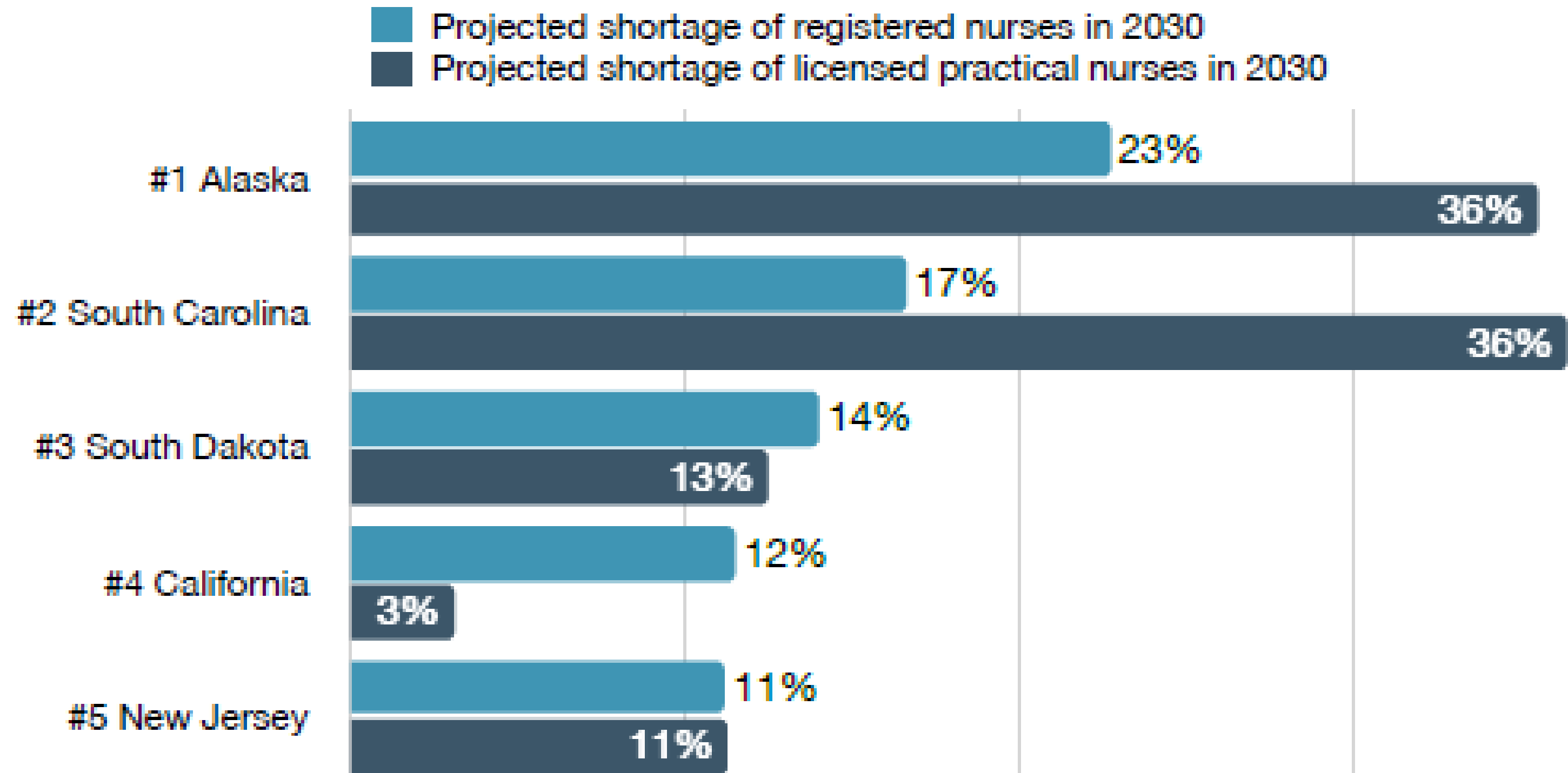
Workforce Projected Needs



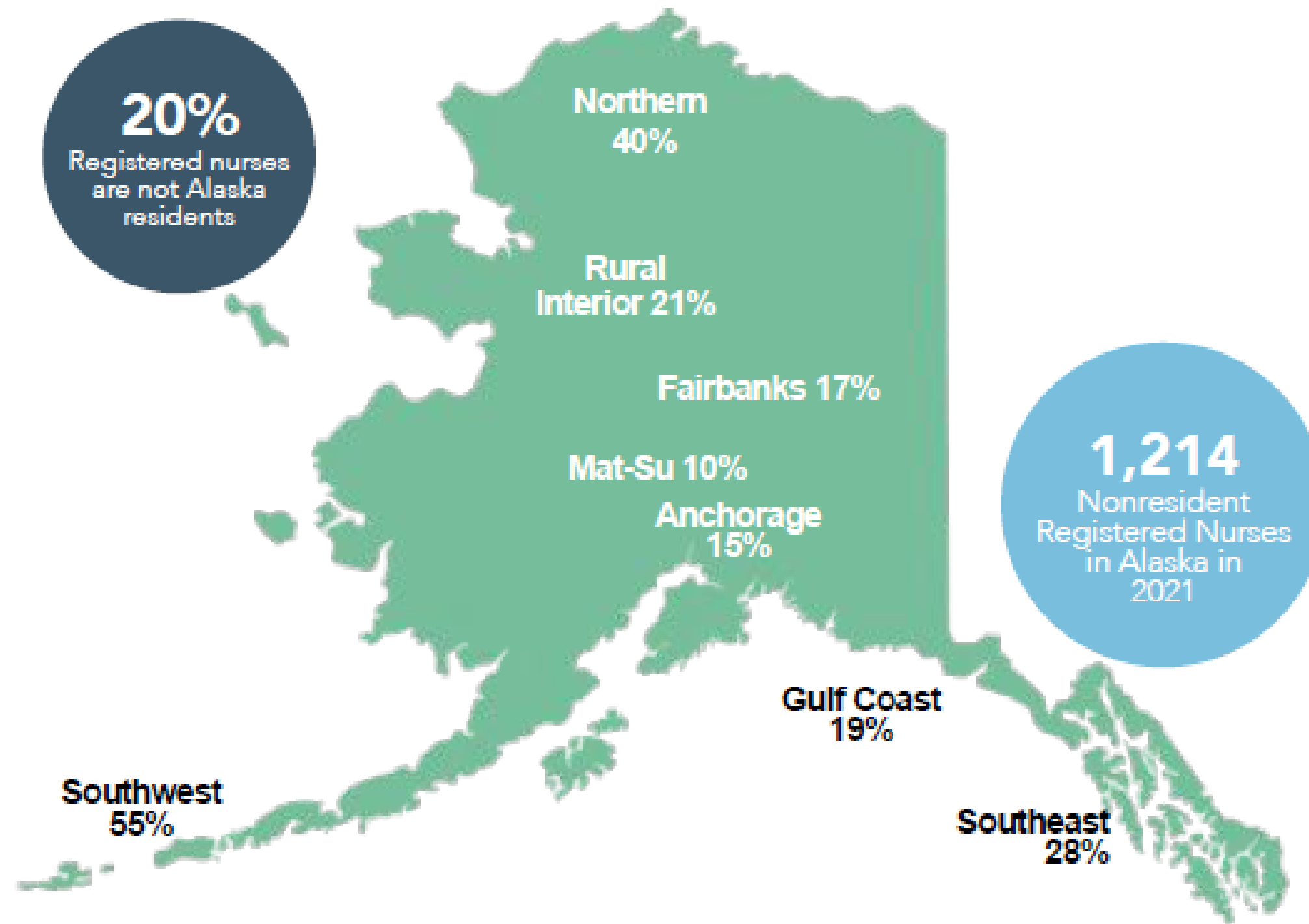
New Workers Needed Annually Based on Turnover & Growth						
SOC Code	Occupational Title	2022 Average Quarterly worker count	Annual average worker "churn"	New workers needed for turnover	New workers needed for growth	New workers needed 2024
291141	Registered Nurses	6,707	19%	1,285	81	1,366
292061	Licensed Practical and Licensed Vocational Nurses	325	30%	98	7	105
311121	Home Health Aides	1,328	42%	561	17	578
311131	Nursing Assistants	2,481	31%	767	29	796
319091	Dental Assistants	1,208	32%	389	18	407
319092	Medical Assistants	2,162	29%	628	26	654
319099	Healthcare Support Workers, All Other	1,443	45%	645	18	663

Source: Alaska Department of Labor. Published in 2023.

Alaska will have largest nurse shortage by 2030

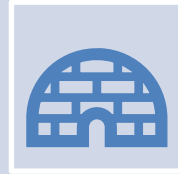


Alaska Nonresident Registered Nurses by Region % of Nonresident Registered Nurses



Registered nurses represent Alaska's largest healthcare workforce category and have one of the highest non-residency rates of any healthcare position, at 20%.

Why a Nursing Workforce Center in Alaska?



Unite partners across Alaska to ensure that the state has a well supported, robust, and sustainable nursing workforce



Strengthen collaboration between education programs and healthcare industry



Collect state level data on nursing workforce to provide context for productive conversations about real problems facing the nursing workforce and practical solutions



Secure funding to support initiatives across the healthcare continuum such as nursing externships, transition to practice & leadership development.

Focus of the Nursing Workforce Centers

Examples:

- Study the unique characteristics of a state's nursing workforce through data collection & analysis
- Promote nursing as a career and focus on retaining nurses
- Create training opportunities for nurses at all levels and settings to advance leadership and professional practice
- Strengthen employer-education connections
- Build programs to diversify nursing workforce such as mentoring
- Collect data and test solutions to nurse faculty shortages
- Enhance clinical experience opportunities & scheduling



Expand Availability of Nursing Workforce Data

Collect, analyze, and report nursing workforce data to better understand nursing supply, demand, and educational capacity.

Where could the data come from?

- Supply Data – Nurses licensed to practice in Alaska as part of license renewal process.
- Demand Data – Employers of nurses
- Education – Alaska nursing education programs



Structure of Nursing Workforce Centers

Centers vary widely based on a state's needs, lead entity, partnership groups, etc. There is no one blueprint for a center, no legislation or universal design.

Centers are established in a variety of ways:

- 501C3
- Board of Nursing
- Hospital or Professional Association
- University/AHEC
- State Government

How are Centers Funded?

Currently no legislation or federal funding specific for centers but many apply for and receive federal grant funding

Nurse license fee assessment upon initial license and renewal (average \$20)

State grant funding or general funds

Contributions of cash or in-kind support from Center partners

Having the structure of a center opens opportunities to seek funding

Alaska Progress Towards a Nursing Workforce Center

- AHHA convening stakeholders since March 2024.
- Ten people representing a variety of stakeholders attended the National Forum on Nursing Workforce Centers annual conference in June 2024
- Stakeholder discussions July 2024
- Decision to move forward with developing the concept
- AHHA has funding to convene partners and provide support to develop goals and desired outcomes and secure consultant support if desired

Next Steps to Develop Alaska Center

Structural Steps

- Convene workgroups / invite any missing stakeholders
- Determine methodology for making decisions
- Hire a consultant to lead planning process
- Name the center and brand as its own entity

Foundational Steps

- Develop vision and mission
- Determine the center's responsibilities
- Outline desired outcomes
- Explore funding options
- Decide on the “home” for the center



Stakeholders Engaged in the Process



Education/Academic Nurse Education Programs

Alaska Pacific University
AHEC/Center for Rural Health
UAA School of Nursing
Charter College
University of Providence

Employers/Healthcare Industry

Alaska Native Tribal Health Consortium
Bartlett Regional Hospital
Foundation Health Partners
Providence Alaska Medical Center
Alaska Regional Hospital
Southeast Alaska Regional Health Consortium
South Peninsula Hospital

Associations/Other

Alaska Hospital and Healthcare Association
Alaska Nurses Association
APRN Alliance
Mat-Su Health Foundation
School Nurses Association

Government Entities

Alaska Board of Nursing
State of Alaska Division of Public Health,
School Nursing

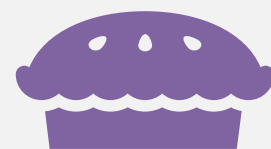
How Can the Board of Nursing Be Involved?



Continue to participate as a stakeholder. Consider what the BON can contribute to the development of a Center



Work with future Center on data collection



Help us understand what the BON can bring to the table

Discussion

- What do you need to know to support the development of the Alaska Nursing Workforce Center?
- Do you have any recommendations for us right now?





Check out the Alaska Healthcare Workforce Analysis 2023

Download at our website:

<https://www.alaskahha.org/workforce>

[alaskahha.org](https://www.alaskahha.org)