

JobOne:

Addressing the Nursing Shortage

The Western Massachusetts

Nursing Collaborative

Advancing Nursing Addressing Critical Needs

Registered nurses represent the largest segment of the healthcare workforce. Despite current economic conditions, there is a growing shortage of nurses that is projected to significantly increase in the coming years due to aging nurses and nurse faculty as well as severe limitations on the region's capacity to educate new nurses.

The Western Massachusetts Nursing Collaborative is a coalition of nurse leaders from education and service focused on the critical role the nursing workforce plays in the delivery of quality care. They are working together to ensure the region has an adequate supply of high quality, diverse nurses to meet the healthcare needs of our community.



- ✓ A plan to address the nursing shortage in the Pioneer Valley
- ✓ Incorporating innovative nursing education models
- ✓ Aligned with the Massachusetts Department of Higher Education's Nursing Initiative

Nursing Goals

- Increase the supply and diversity of qualified nurses by expanding the capacity of nursing education programs
- Increase the supply and diversity of qualified full time and adjunct faculty in all nursing programs
- Increase access to and seamless progression in nursing education at all levels
- Sustain and retain the existing nursing workforce



Partners Investing In Nursing's Future

In 2006, the Pioneer Valley was selected to be one of 10 areas nationwide to participate in *Partners Investing in Nursing's Future (PIN)*, a new national initiative to develop and test solutions to America's nursing shortage.

Led by the Robert Wood Johnson Foundation and the Northwest Health Foundation, PIN encourages local foundations to act as catalysts in developing grassroots strategies to establish a stable, adequate nursing workforce. To help develop solutions and lead efforts within the region, a key partner, the Irene E. and George A. Davis Foundation, was awarded a two-year grant to work in conjunction with the Regional Employment Board of Hampden County (REB).

Originally launched as CAN DO, *Collaborating for the Advancement of Nursing: Developing Opportunities*, the Western Massachusetts Nursing Collaborative is an active member in the PIN network which now includes over 35 regions or states working together to address the critical shortage of nurses around the country.

Massachusetts Department of Higher Education Nursing Initiative

Since 2005, the Department of Higher Education (DHE), with funding from the Legislature, has worked with stakeholders in healthcare and education to develop the Massachusetts Higher Education Initiative in Nursing Education. The Initiative seeks to address a two-fold problem: an acute shortage of nurses and a shortage of nursing educators. Through partnerships, the DHE seeks to increase the number of nursing faculty, improve the capacity in higher education nursing programs, and meet the future demands for healthcare personnel.

www.mass.edu/currentinit/currentinitNursing.asp



The Nursing Dashboard

The projected shortage of registered nurses in the Pioneer Valley is widespread and well known within the area's healthcare industry.

“ It is imperative our educational institutions provide programs for high demand jobs that serve the community needs, particularly as it relates to healthcare. ”

Ira Rubenzahl
President, Springfield Technical
Community College

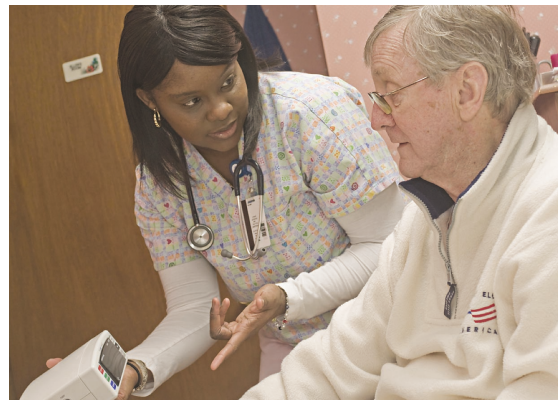
■ Full time equivalent nurses in 2009:	8,058
■ Nurses needed by 2015:	9,077
■ New nurses entering the workforce in 2009:	315
■ New nurses needed in 2015:	639
■ Projected annual shortfall of nurses if supply is not increased by 2015:	354
■ Additional faculty needed to accommodate additional students:	53
■ Average nursing salary (Hampden County):	\$66,630

Source: Western Massachusetts Nursing Workforce Model (2009)

Continuum Patient Care

Nurses deliver patient care in a variety of locations. Areas of critical need include:

- Post Acute and Rehabilitative Care
- Long Term and Home Health Care
- Community and Public Health



Healthcare is no longer primarily delivered in a hospital or acute care setting. Today, the setting includes home health, community health centers, physician's offices, rehabilitative and nursing centers and specialty centers ranging from imaging to cancer care. This growing diversity of service delivery will increasingly require a more flexible, skilled and diverse healthcare workforce.