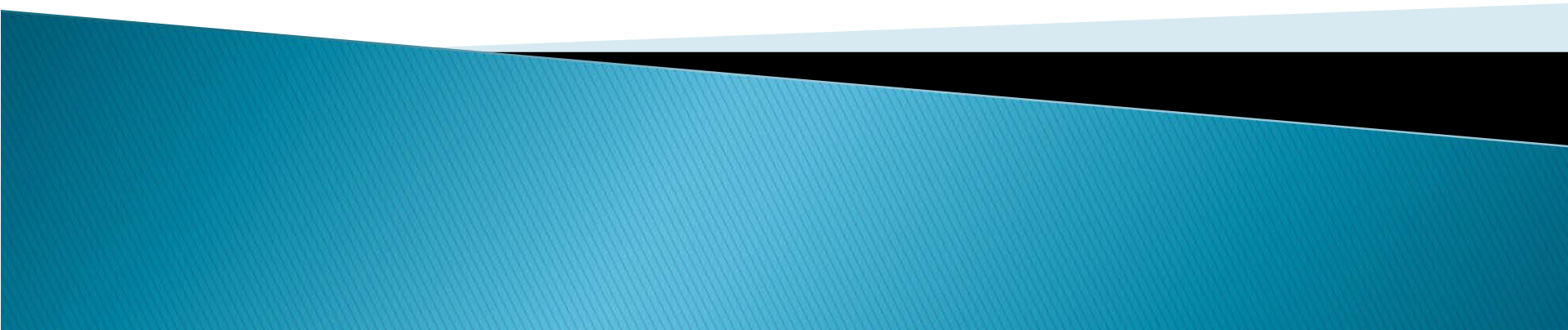
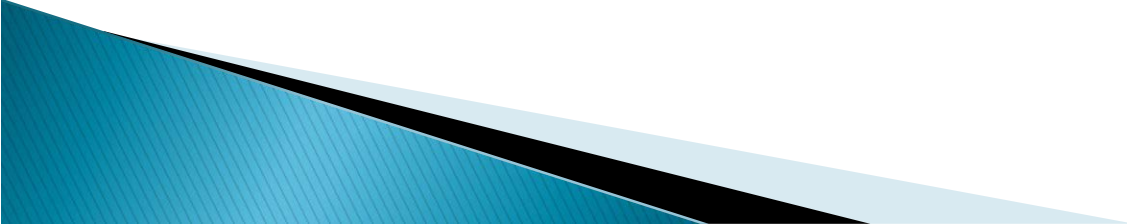


Nursing Workforce

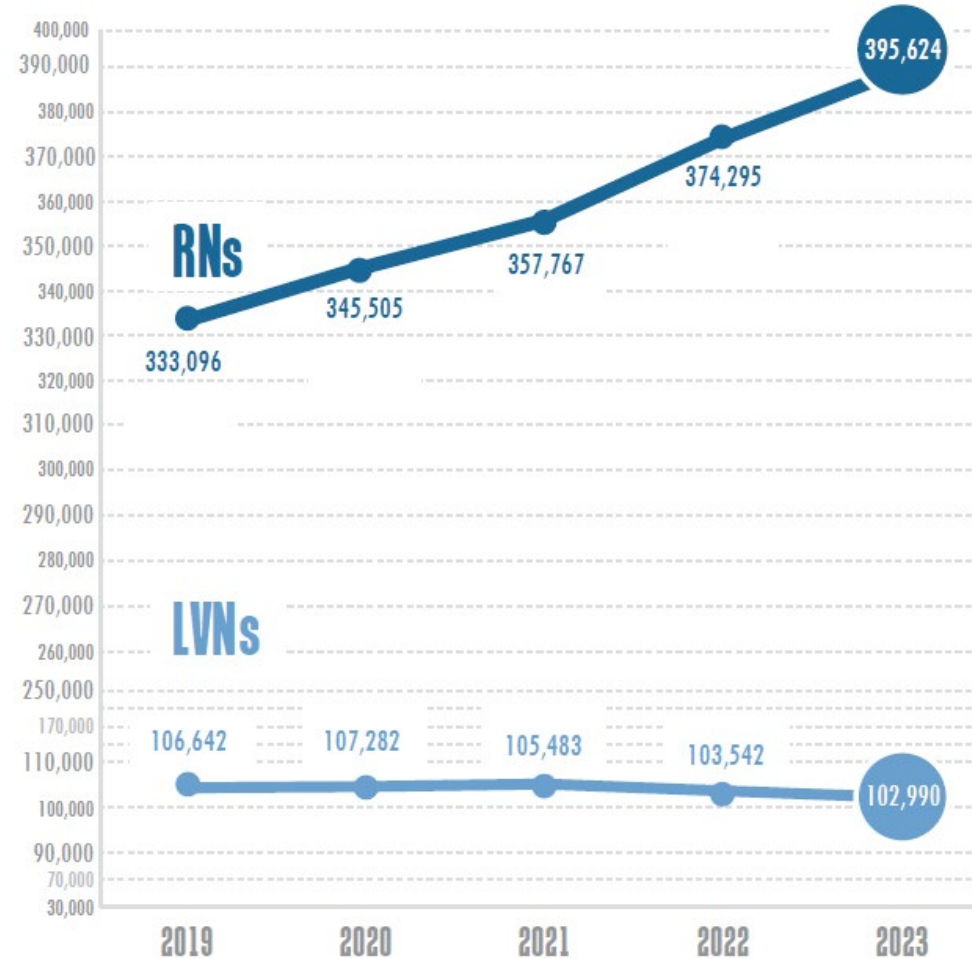
Katherine Thomas, MN, RN, FAAN
June 25, 2024



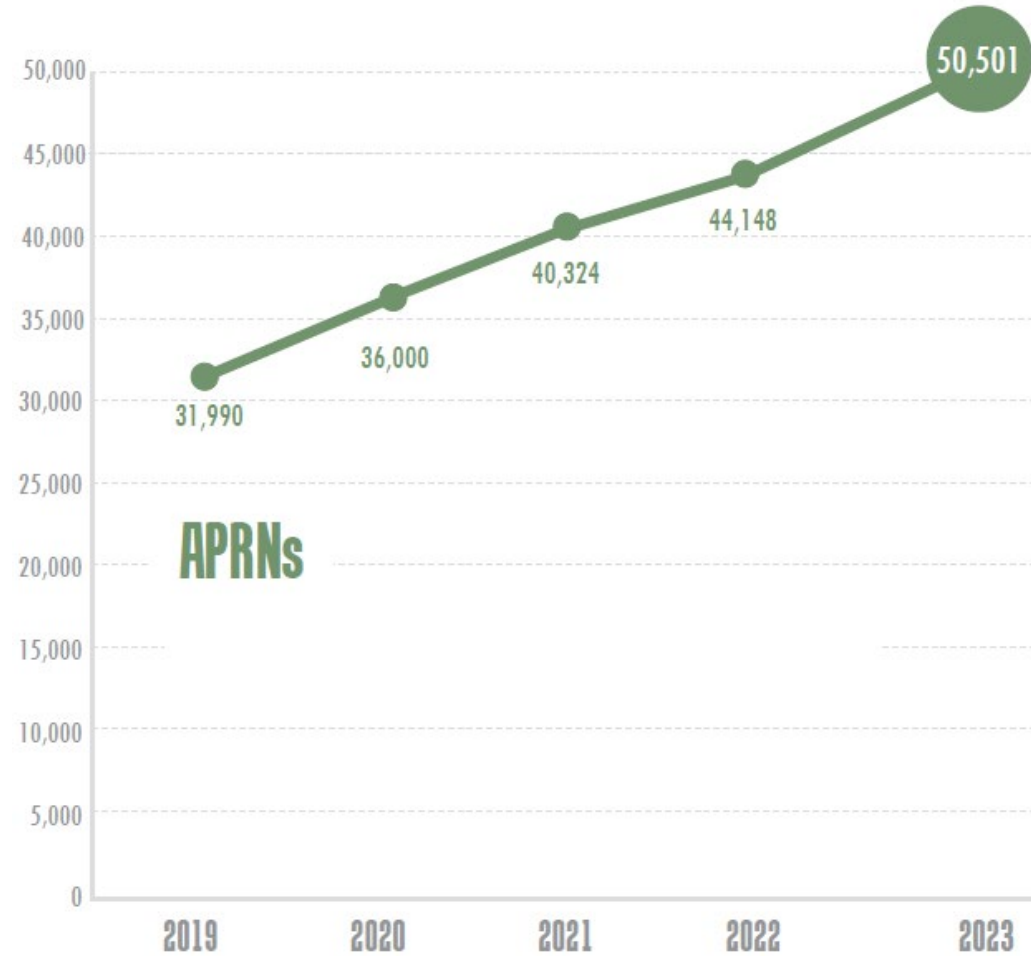
OVERVIEW

- ▶ Trends in Nursing Licensure and Discipline
 - ▶ National Nurse Licensure Compact Updates
 - ▶ National Workforce Surveys
 - ▶ Operation Nightingale Updates
- 

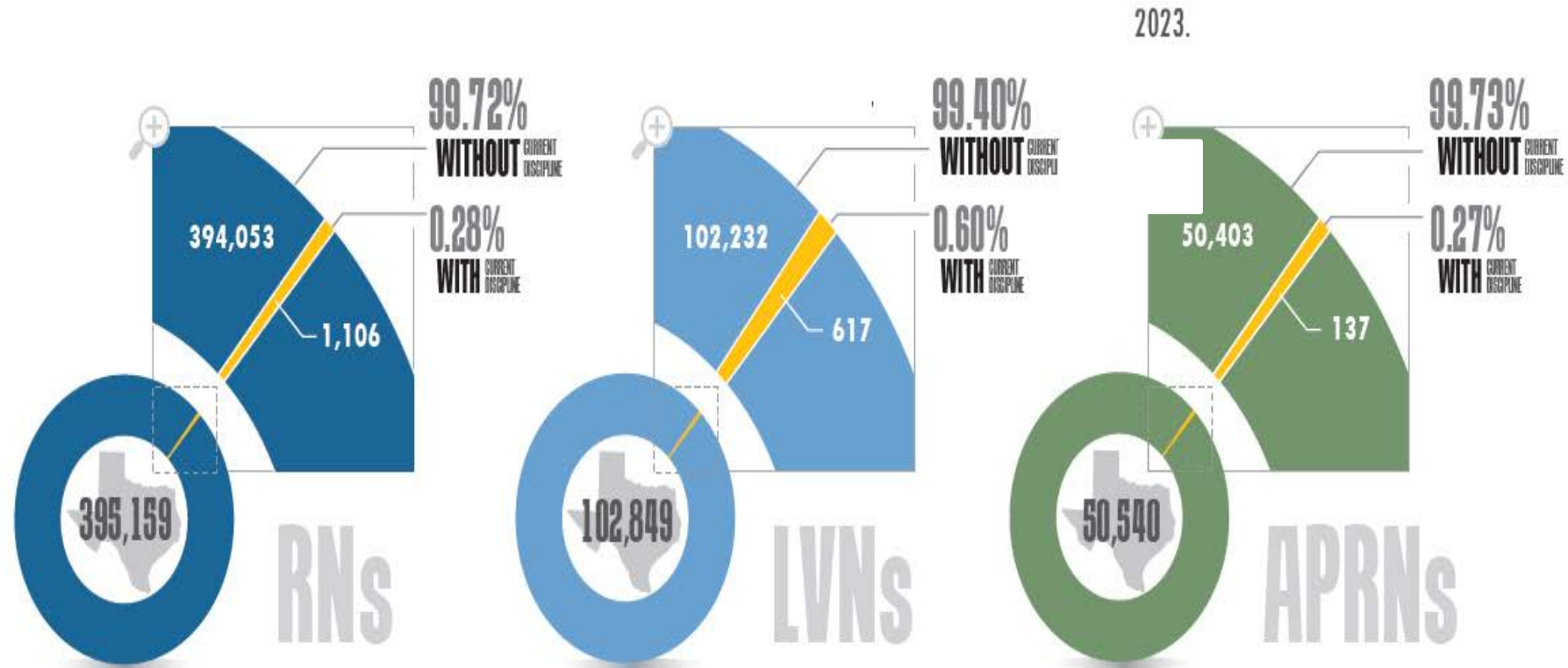
FY 2019 – 2023 LICENSED LVNs & RNs



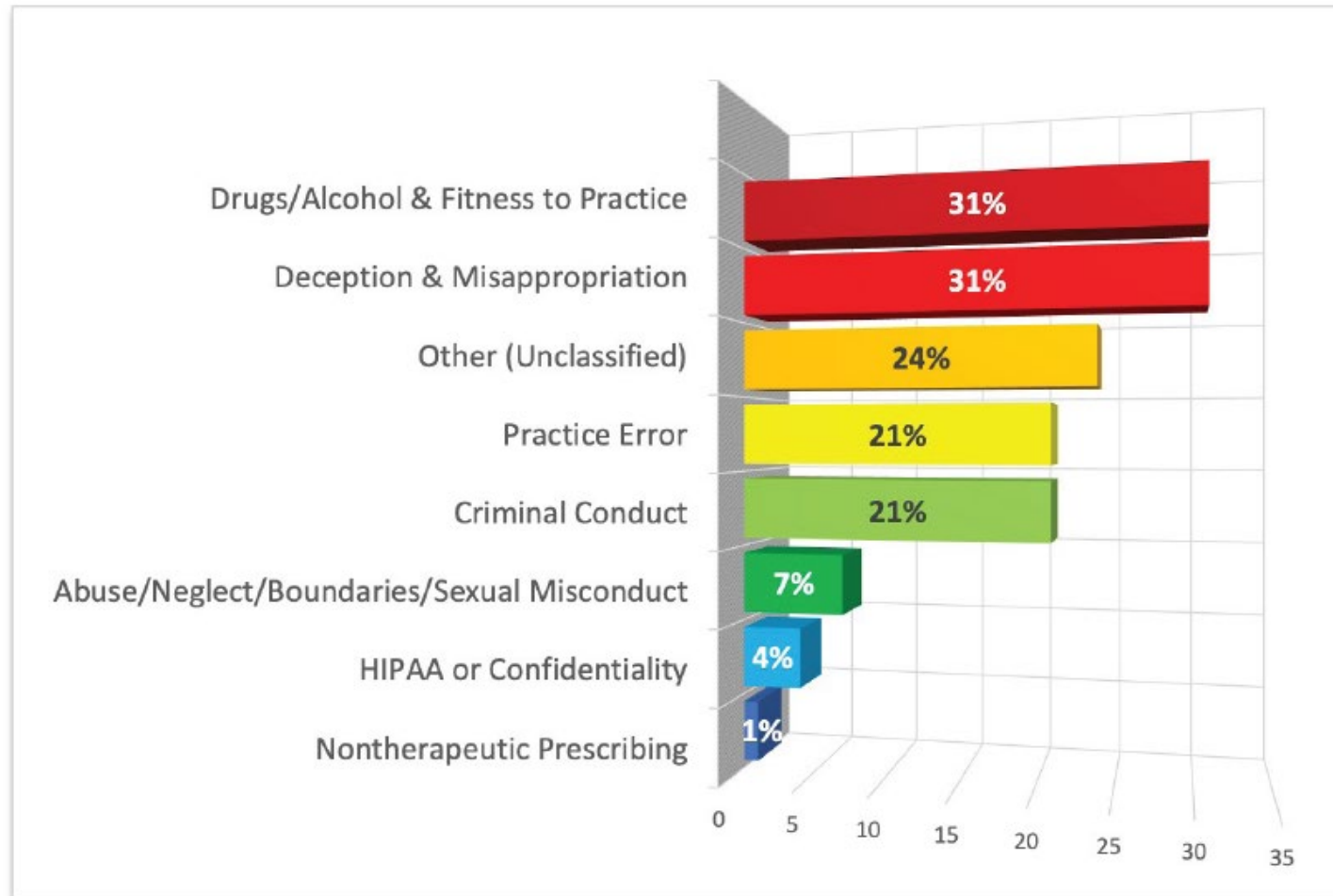
FY 2019 – 2023 LICENSED APRNs



FY 2023: % WITH CURRENT DISCIPLINE



FY 2023: TYPES OF COMPLAINTS



NATIONAL UPDATES

▶ 2022 National Nursing Workforce Survey


- Data from 300,000+ nurses collected & analyzed by the National Council of State Boards of Nursing (NCSBN) in collaboration with the National Forum of State Nursing Workforce Centers
- Questions re: minimum data set, telehealth, compact, retirement, travel nursing, direct care, & COVID-19

Smiley et al. (2023)

REGISTERED NURSE RESULTS

- RN median age = 46
- Loss of over 200,000 RNs
- 71.7% RNs had a baccalaureate or higher degree in nursing
- Median RN salaries up
- 50% of RNs practice telehealth
- 61.8% of RNs increased workload
- 15.6% of RNs changed their practice setting
- 8.7% retired or left nursing
- 46.2% reported they felt burned out

Smiley et al. (2023)



LICENSED VOCATIONAL NURSE RESULTS

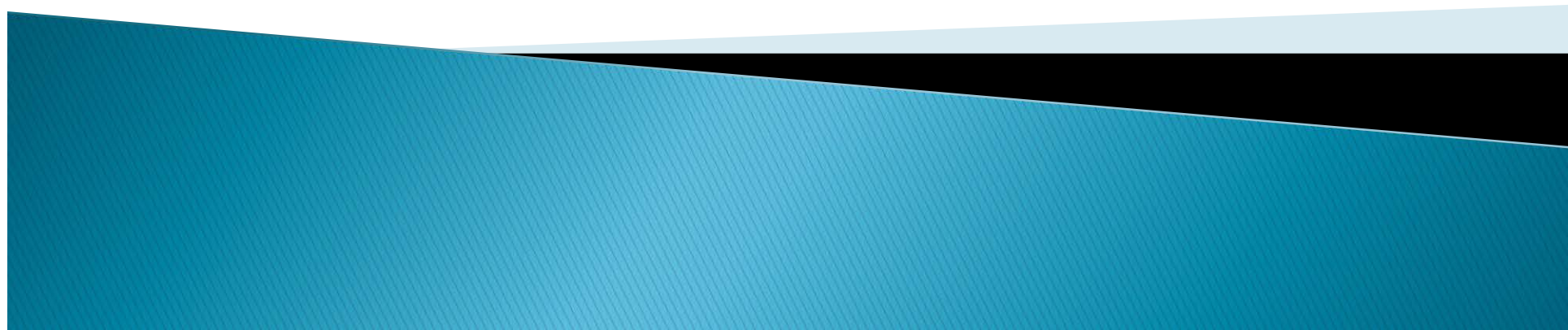
- LVN median age was 47
- Loss of over 60,000 LPN/LVNs
- Median LPN/LVN salaries increased
- 55.5% of LPN/LVNs practice telehealth
- 62.9% of LPN/LVNs reported an increased workload
- 11.4% of LPN/LVNs changed their practice setting
- 9.9% reported they retired or left nursing
- **44.8% reported they felt burned out**

Smiley et al. (2023)

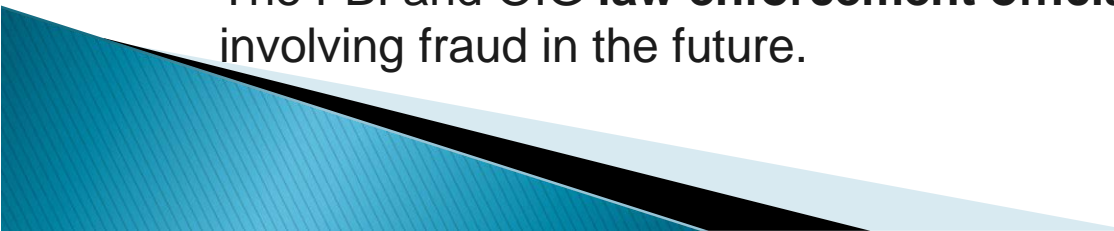
KEY TAKEAWAYS

- The nursing workforce has experienced a dramatic shift with the **loss of 260,00+ experienced RNs and LPN/LVNs** in the wake of COVID-19.
- The **current workforce is younger, more educated and slightly more diverse**.
- **Salaries are up** for both RNs and LPN/LVNs.
- Approximately **half of RNs and LPN/LVNs practice telehealth**.
- Want to learn more?
 - ▶ Smiley et al., (2023). The 2022 national nursing workforce survey. *Journal of Nursing Regulation*, 14 (2S) (2023), S1-S92. [https://doi.org/10.1016/S2155-8256\(23\)00047-9](https://doi.org/10.1016/S2155-8256(23)00047-9)


Operation Nightingale



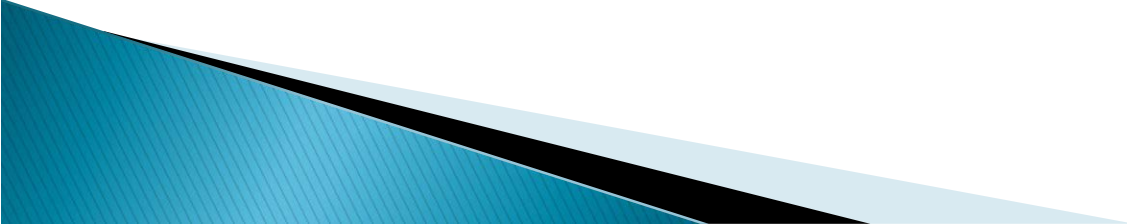
FBI / OIG Joint Law Enforcement Action

- **January 25, 2023:** FBI and Office of the Inspector General launched a law enforcement action to apprehend individuals engaged in a scheme to sell false and fraudulent nursing degree diplomas and transcripts.
 - Execution of search warrants in Delaware, New York, New Jersey, Texas, and Florida, with **25 individuals being charged** for their involvement in the fraud scheme.
 - **Individuals indicted** were involved in the selling of fraudulent credentials including diplomas and transcripts.
 - The Texas **Board of Nursing has received over 200 names** of individuals who allegedly purchased these credentials to sit for the NCLEX and become licensed.
 - The FBI and OIG **law enforcement officials may submit other charges** involving fraud in the future.
- 

What is Operation Nightingale?

- Selling of fake and fraudulent credentials including nursing degree diplomas and transcripts by Florida-based nursing schools to individuals seeking Registered Nurse (RN) and Licensed Practical/Vocational Nurse (LPN/VN) licenses.
 - These credentials were used to qualify to sit for the national nursing board exam.
 - Upon successful completion of the NCLEX, the applicants became eligible to obtain licensure in various states to work as an RN or an LPN/VN.
 - Once licensed, the individuals were then able to obtain employment in the health care field.
- 

Florida Commission for Independent Education

- ▶ February 10, 2023, approved the emergency ceasing of operations, including graduations, for certain institutions through 03/31/23. They were required to conduct an internal audit, submit additional information and report back to the Commission.
 - ▶ These actions were based on the fact that the Department of Justice mentioned individuals in their January 25, 2023 press release who were affiliated with these institutions.
- 

BON Website



Operation Nightingale

General Information

Employer Resources

Press Releases

Filed Formal Charges

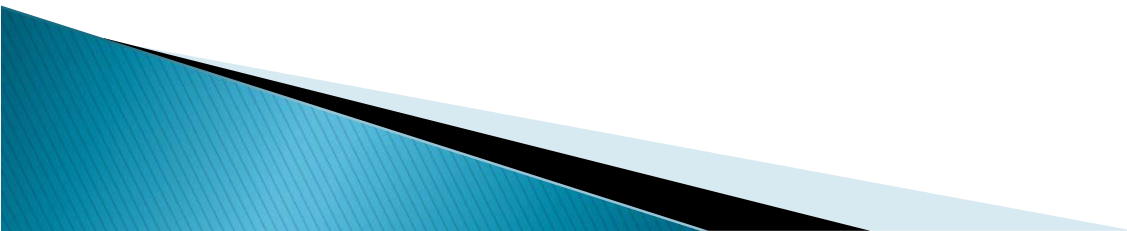
Disciplinary Action

Licensure Denial



Other Programs from Florida Not Named in Operation Nightingale

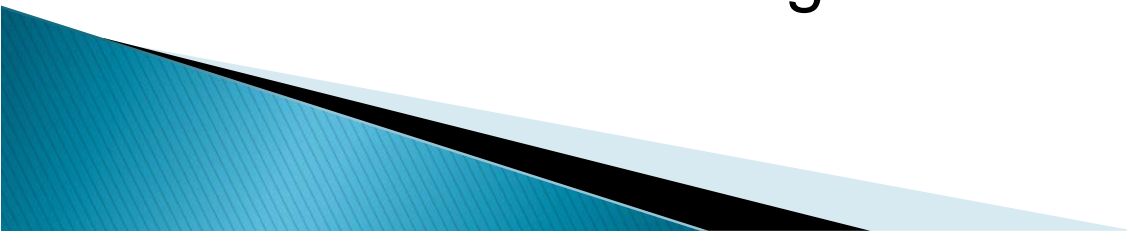
- Special education reviews have revealed some programs are not substantially equivalent to the requirements of Texas approved programs.
- Students who complete programs with lesser standards and are applying for a Texas VN or RN license have been denied licensure.



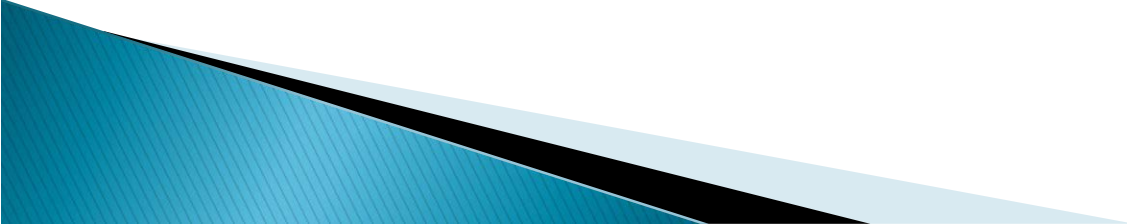
Board Conducts Review of Out-of-State Program Graduates Seeking Texas Licensure

- ▶ **Board Rule 217.2. relating to Licensure by Examination**
 - (a)(4)(A) requires the applicant: Graduate from a Texas program or a program with **substantially equivalent education standards** to a Texas approved nursing program:
 - Approved by a state board of nursing/governing authority
 - General education courses providing a solid foundation for nursing
 - Didactic content & supervised clinical learning experiences in:
 - Medical-surgical, maternal/child health, pediatrics, geriatrics, & mental health nursing that teach students to use a systematic approach to clinical decision making and safe patient care across the lifespan; and
 - BSN programs must also offer didactic & clinical as appropriate, in community, research and leadership.

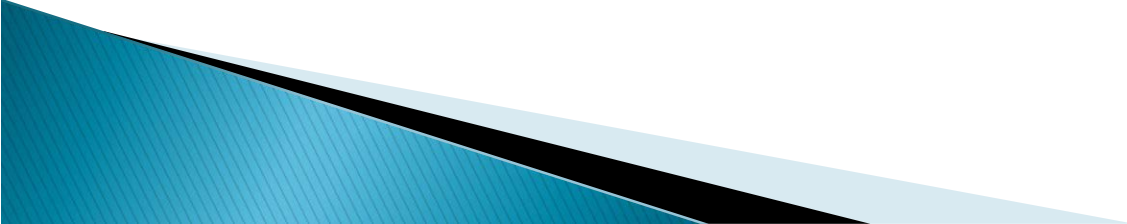
Red Flags

- ▶ No clinical experiences
 - ▶ Programs completely online
 - ▶ Programs approved by the Florida BON
 - ▶ Very Low NCLEX pass rates
 - ▶ Individuals involved were also involved in the named Florida Programs
- 

UPDATES

- ▶ Prices for these credentials range from \$17,000-\$20,000.
 - ▶ Harmful or incompetent practice has been reported to BONs.
 - ▶ Of those licensed, many applicants were initially licensed in other states and then applied by endorsement to Texas and other states.
 - ▶ There are ongoing federal investigations that may result in arrests, indictments and prosecutions. The BON anticipates further reports.
- 

88th Legislative Session

- ▶ Regulatory Rider permits the funding and hiring of additional staff in FY 24 and FY 25
 - ▶ Contingent on a finding by BON that additional resources are needed.
 - ▶ Reviewed by LBB and approved.
- 

Questions?

