

Trends in Nursing Across the Nation and in Florida

Advances in medicine and the increasing complexity of health care delivery systems require a better educated nursing workforce and changes in the way nurses deliver care. A series of reports over the past decade from the Institute of Medicine (IOM), Robert Wood Johnson Foundation, American Hospital Association, National Governor's Association, Florida's Office of Program Policy Analysis and Government Accountability (OPPAGA) support the need for changes in the health care delivery system.

The Future of Nursing: Leading Change, Advancing Health, a landmark IOM report published in 2010, identifies the nursing profession - the largest health care profession (250,000 in Florida) - as central to providing all Americans access to high-quality, cost-effective care. To help achieve this, the report concludes that:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy-making require better data collection and an improved information infrastructure.



Defining Nursing & Nursing Education in Florida

The Florida Center of Nursing (FCN) estimates that by 2025 Florida will have a shortage of at least 56,000 RN's and 12,500 LPN's.

www.flcenterfornursing.org

Every county in Florida has a designated health professional shortage area (HPSA).

U.S. Health Resources & Services Administration

Florida Nurses Association

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Nursing in Florida

PRACTICE. Nursing is a unique health care discipline that is based on knowledge from the biological, physical, behavioral, and social sciences. This knowledge is used to promote health, prevent disease, and care for individuals, families, and communities. Nurses practice across a variety of settings and provide care to all ages. Nursing practice is continually evolving to meet the changing needs of patients, society, and the requirements of the health care delivery system.

EDUCATION. Nurses must have a strong educational background that prepares them to think critically and deliver safe, high quality care. There is a continuum of nursing workforce personnel with varying levels of educational preparation. It is the mission of nursing education to provide for seamless educational advancement in the nursing profession. Nurses with graduate-level education provide direct care and also are prepared to assume leadership roles within the health care delivery system and expand nursing knowledge through scientific research.

REGULATION. Nursing practice is regulated by the Florida Board of Nursing (FBON) to ensure public safety. The FBON approves new pre-licensure nursing education programs that meet the application requirements specified in Section 464.019, Florida Statutes. The Board is not authorized to conduct site visits, and oversight of approved nursing education program quality measures is limited by Florida law. Nursing education programs in Florida that hold specialized nursing accreditation by the Accreditation Commission for Education in Nursing (ACEN, formerly NLNAC) or by the Collegiate Commission on Nursing Education (CCNE) are not regulated by the FBON.

Full and effective use of all members of the health workforce is vital to address the current and future needs of Floridians. Collaboration among allied health professionals, nurses and physicians is essential. Working together as an inter-professional collaborative team allows each member to contribute to a collective knowledge that promotes coordinated, safe, high quality, patient centered care in order to optimize the health of Floridians.

QUIN Council Position on Primary Care Collaboration, March 2013



Nursing Education & Credentials in Florida

NURSING ROLE (per Florida Statute 464)	EDUCATION	LICENSURE & CERTIFICATION
<p>Advanced Practice Nurses independently evaluate and manage patients under established protocol with a licensed physician or dentist. Four advanced practice roles are recognized in Florida's Nurse Practice Act.</p> <ul style="list-style-type: none"> ▪ Advanced Registered Nurse Practitioner (ARNP) orders medical tests, diagnoses disease and illness, prescribes certain medications, and manages the care of patients with acute and chronic medical and psychiatric conditions. ARNPs practice in specific areas of expertise, such as pediatrics, family practice, and geriatrics. ▪ Certified Nurse Midwife (CNM) provides comprehensive well-women care and manages the patient during labor and delivery, including ordering and performing some anesthetic procedures. ▪ Certified Registered Nurse Anesthetist (CRNA) selects and administers regional and general anesthetic agents, supports life function, and oversees patient recovery. ▪ Clinical Nurse Specialist (CNS) assesses and manages health status of individuals and families, typically functioning as educators, care coordinators for complexly ill patients, or expert consultants for nursing staff. 	<p>Master's (MSN or MN) or Doctorate (DNP or PhD) degree in nursing (2 to 6 years beyond a bachelor's degree)</p> <p>A Master's degree prepares nurses for increased complexity of patient care and the education program includes 500 to 1500 clinical practice hours in the specialty area.</p> <p>A nursing doctorate adds educational preparation at advanced levels in the specialty area, consistent with other members of the healthcare team.</p>	<p>Advanced practice nurses must hold an active registered nurse license, pass an appropriate national specialty certification exam, and document ongoing continuing education.</p> <p>The advanced practice nurse may 'perform acts of medical diagnosis and treatment, prescription, and operation'. Such acts may be performed under the general supervision of a physician or dentist. <i>Florida Statute 464.003</i></p>
<p>Registered Nurse (RN) assesses, monitors, and evaluates patient health status using knowledge of scientific principles and clinical judgment. RNs are educated to anticipate risks and prepared to intervene to minimize or prevent medical complications in acutely ill patients. RNs educate patients, families, and communities about health promotion and disease prevention, and have a major role in care coordination. The RN administers medications and treatments prescribed by an advanced practice nurse, physician, or physician assistant.</p>	<p>Bachelor's (4-year) or Associate's (2-year) degree that includes a minimum of 675 clinical practice hours.</p> <p>The bachelor's-prepared nurse has additional knowledge of theoretical and scientific evidence that drives nursing practice, advanced skills in health assessment and leadership, and an understanding of public and community health service.</p>	<p>RN must pass National Council Licensure Exam-Registered Nurse (NCLEX—RN) and complete 26 hours of continuing education every two years.</p>
<p>Licensed Practical Nurse (LPN) promotes wellness, maintenance of good health, and illness prevention. The LPN provides direct patient care and observation, and administers medications and treatments under the direction of a registered nurse or licensed physician.</p>	<p>Career and Technical Education Certificate post-high school program that includes 1350 hours of theory and clinical experience and adheres to a standardized curriculum developed by the Florida Department of Education.</p>	<p>LPN must pass National Council Licensure Exam-Practical Nurse (NCLEX—PN) and complete 26 hours of continuing education every two years.</p>
<p>Certified Nursing Assistant (CNA) assists individuals with personal care, such as bathing, feeding, mobility, and are prepared to administer CPR if needed. The CNA can monitor health indicators, such as blood pressure under the supervision of RN, LPN, or physician.</p>	<p>Board Approved Nursing Assistant Training Program with 120 hours theory and clinical experience in accordance with Florida Department of Education curriculum framework.</p>	<p>CNA must pass certification exam and complete 12 hours of continuing education each year</p>