

"Nurses provide extraordinary care.
They're the front lines of the healthcare system."

~ President Barack Obama
White House Health Care Summit
March 5, 2009

NURSING WORKFORCE DEVELOPMENT PROGRAMS

Title VIII of the Public Health Service Act



The Nursing Community is a forum for professional nursing and related organizations to collaborate on a wide spectrum of health care and nursing issues including practice, education, and research.



The Nursing Shortage

Since 1998, the United States has experienced a significant shortage of Registered Nurses (RNs), which has dramatically impacted the quality of care provided by our nation's healthcare delivery system. In March 2007, a comprehensive report initiated by the federal Agency for Healthcare Research and Quality was released on *Nursing Staffing and Quality of Patient Care*. The authors found that the shortage of RNs, in combination with an increased workload, poses a potential threat to the quality of nursing care. In settings with inadequate nurse staffing, patient safety was compromised. However, increases in RN staffing were associated with reductions in hospital-related mortality and failure to rescue, as well as reduced lengths of stay.

A robust supply of nurses is essential to ensure that all Americans receive quality health care and that our nation has the nurses necessary to meet the current and future demands. In July 2008, the American Health Care Association reported that more than 19,400 RN vacancies exist in long-term care settings. These vacancies, coupled with an additional 116,000 open positions in hospitals reported by the American Hospital Association in July 2007, bring the total RN vacancies in the U.S. to more than 135,000. The demand for nurses will continue to grow as the baby-boomer population ages, nurses retire, and the need for healthcare intensifies. According to the U.S. Bureau of Labor Statistics (BLS), nursing is the nation's top profession in terms of projected job growth with more than 587,000 new nursing positions being created through 2016 (a 23.5% increase). Further, BLS analysts project that more than one million new and replacement nurses will be needed by 2016.

Challenges to Addressing Nursing's Workforce Shortage

EDUCATION

America faces a parallel shortage of nurse faculty, further complicating the problems of the nursing shortage. According to a study conducted by the American Association of Colleges of Nursing in 2008, schools of nursing turned away 49,948 qualified applicants to baccalaureate and graduate nursing programs. The top reason cited for not accepting these potential students was a lack of qualified nurse faculty. This element of the shortage has created a negative chain reaction—without more nurse faculty, additional nurses cannot be educated; and without more nurses, the shortage will continue.

RECRUITMENT

Nursing continues to be an attractive and rewarding profession with steady job growth. On March 6, 2009, the U.S. Bureau of Labor Statistics reported that the healthcare sector of the American economy is continuing to grow, despite steep job losses in nearly all major industries. Hospitals, long-term care facilities, and other ambulatory care settings added 27,000 new jobs in February 2009, a month when 681,000 jobs were eliminated nationwide. As the largest segment of the healthcare workforce, nurses will likely be recruited to fill a large portion of these new positions.

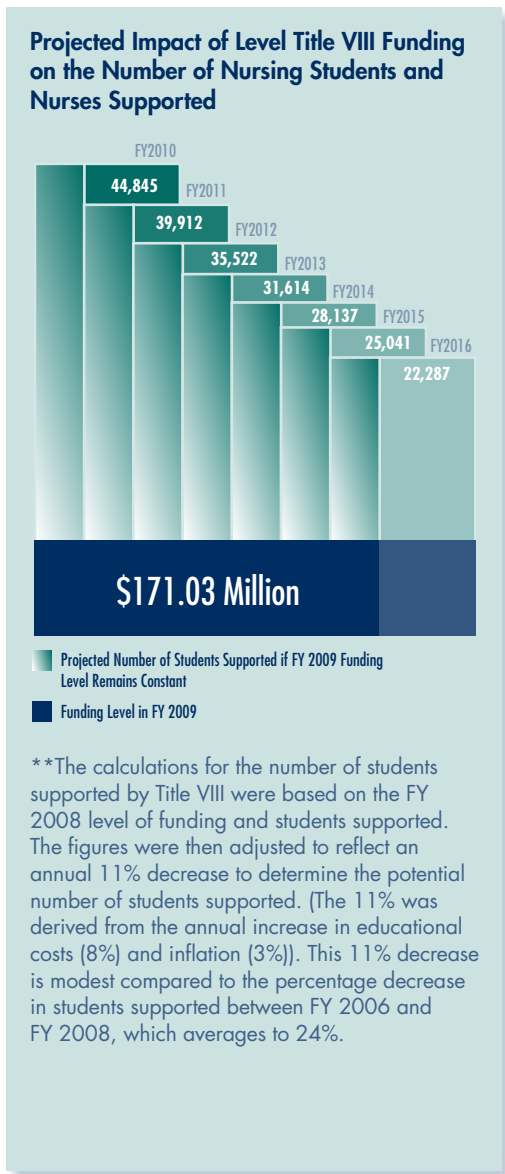
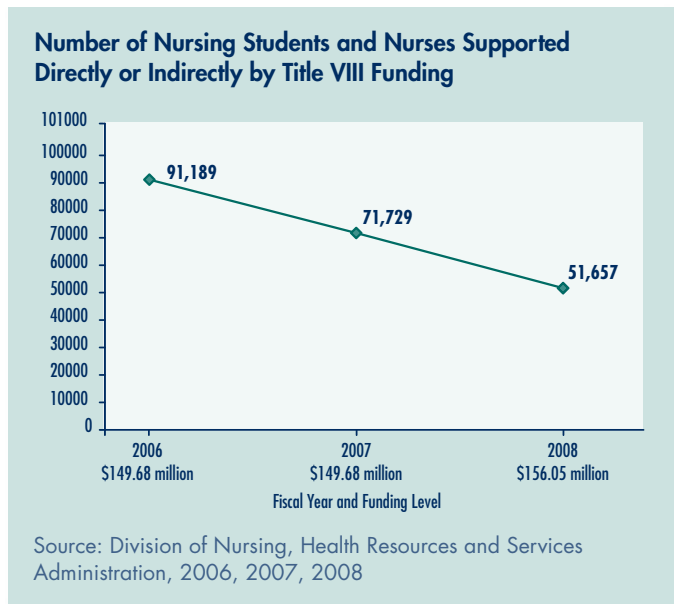
RETENTION

Retaining the existing nursing workforce continues to be a challenge. In 2005, Dr. Peter Buerhaus and colleagues found that more than 75% of RNs believe the nursing shortage presents a major problem for the quality of their work life, the quality of patient care, and the amount of time nurses can spend with patients. Looking forward, almost all surveyed nurses see the shortage in the future as a catalyst for increasing stress on nurses (98%), lowering patient care quality (93%) and causing nurses to leave the profession (93%). In 2007, Dr. Christine T. Kovner and colleagues found that 13% of newly licensed RNs had changed principal jobs after only one year.

Proven Solution: Nursing Workforce Development Programs

The Nursing Workforce Development programs, authorized under Title VIII of the Public Health Service Act (42 U.S.C. 296 et seq.), have supported the supply and distribution of qualified nurses to meet our nation’s healthcare needs since 1964. Over the last 45 years, these programs have addressed all aspects of nursing shortages – education, practice, retention, and recruitment. The Title VIII programs bolster nursing education at all levels, from entry-level preparation through graduate study, and provide support for institutions that educate nurses for practice in rural and medically underserved communities.

Today, the Title VIII programs are essential to solving the current national nursing shortage. Between FY 2006 and 2008, the Title VIII programs supported 214,575 nurses and nursing students as well as numerous academic nursing institutions, and healthcare facilities. However in recent years, relatively flat funding for the programs has significantly decreased their purchasing power as the number of students supported decreased by 21% between FY 2006-FY 2007 and 28% between FY 2007-FY 2008. Rising educational and administrative costs as well as inflation have limited the programs’ effectiveness.



Title VIII Program Basics

Advanced Education Nursing (AEN) Grants

(Sec. 811) support projects that enhance advanced nursing education and practice in master's and doctoral programs. The AEN grants help to prepare our nation's nurse practitioners, clinical nurse specialists, nurse midwives, nurse anesthetists, nurse educators, nurse administrators, public health nurses, and other nurse specialists requiring advanced education. In FY 2008, these grants supported the education of 3,419 students and helped graduate 988 advanced practice nurses.

- **AEN Traineeships** assist graduate nursing students by providing full or partial reimbursement for the costs of tuition, books, program fees and reasonable living expenses. In FY 2008, 99% of the applications were approved, which supported 7,650 students and helped graduate 3,079 advanced practice nurses. Funding for the AEN Traineeships supports the education of future nurse practitioners, clinical nurse specialists, nurse midwives, nurse anesthetists, nurse educators, nurse administrators, public health nurses, and other nurse specialists requiring advanced education.
- **Nurse Anesthetist Traineeships (NAT)** support the education of students in nurse anesthetist programs. In some states, certified registered nurse anesthetists are the sole anesthesia providers in almost 100% of rural hospitals. Much like the AEN Traineeships, the NAT provides full or partial support for the costs of tuition, books, program fees, and reasonable living expenses. In FY 2008, 99% of the applications were approved, which supported 1,910 students and helped graduate 1,243 nurse anesthetists.

Workforce Diversity Grants

(Sec. 821) prepare disadvantaged students to become nurses. This program awards grants and contract opportunities to schools of nursing, nurse-managed health centers, academic health centers, state or local governments, and nonprofit entities looking to increase access to nursing education for disadvantaged students, including racial and ethnic minorities under-represented among RNs. In FY 2008, the program supported 18,741 students and helped graduate 621 nurses.

Nurse Education, Practice, and Retention Grants

(Sec. 831) help schools of nursing, academic health centers, nurse-managed health centers, state and local governments, and healthcare facilities strengthen programs that provide nursing education. In FY 2008, nearly 6,000 nursing students were supported, and the program helped graduate 1,700 nurses.

Nursing Student Loan (NSL) Program

(Sec. 835) was established in 1964 to address nursing workforce shortages. The revolving fund provides each accepted nursing student, undergraduate or graduate, a maximum of \$13,000 at 5% interest with a preference for those in financial need. The default rate for NSL loans is 2.87%. The repayment period is 10 years. The NSL program may provide \$2,500 in non-taxable loans to nursing students during each of their first two years of study and \$4,000 for their last two years. Funds are loaned out to new students as existing loans are repaid. This program has not received additional appropriations since 1983.

Nurse Loan Repayment and Scholarship Programs

(Sec. 846) support current students and new graduates:

- The Loan Repayment program repays up to 85 percent of nursing student loans in return for at least three years of practice in a designated healthcare facility. While 5,875 applications were reviewed in FY 2008, only 7.4% were funded, supporting 435 students.

- The Scholarship program offers individuals who are enrolled or accepted for enrollment as full-time nursing students the opportunity to apply for scholarship funds. Upon graduation, recipients are required to work in a healthcare facility with a critical shortage of nurses for at least two years.

Nurse Faculty Loan Program Grants (Sec. 846A) increase the number of qualified nurse faculty by creating a student loan fund within individual schools of nursing. Students must agree to teach at a school of nursing in exchange for cancellation of up to 85 percent

of their educational loans, plus interest, over a four-year period. In FY 2008, these grants supported the education of 729 nurse educators and helped graduate 401 future nurse faculty.

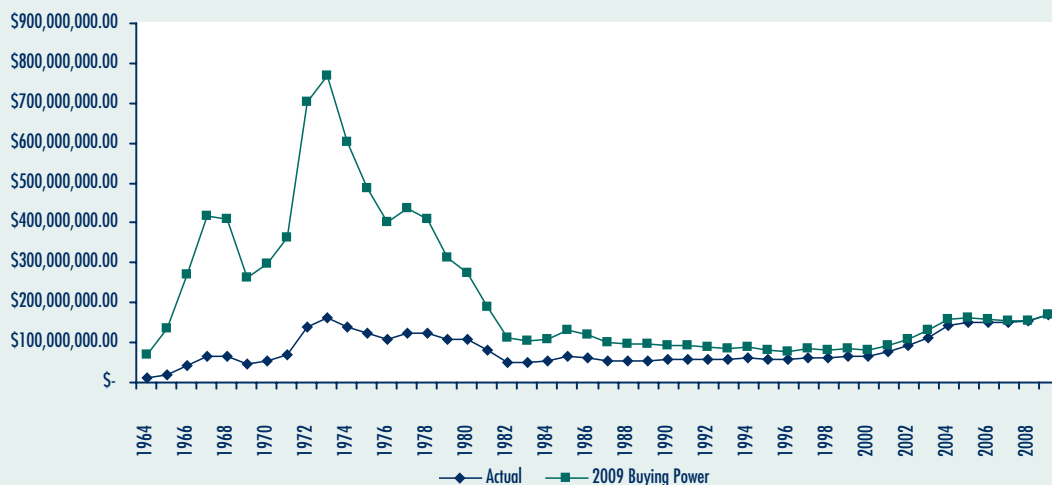
Comprehensive Geriatric Education Grants (Sec. 855) are awarded to individuals in geriatrics to better provide healthcare services for the elderly. These grants may be used to educate RNs who will provide direct care to older Americans, develop and disseminate geriatric curriculum, prepare faculty members, and provide continuing education.

A Need for Increased Funding

In FY 2008, the **Title VIII Nursing Workforce Development Programs** provided loans, scholarships, and programmatic support to 51,657 nursing students and nurses.

Congress has used the Title VIII authorities as a mechanism to address past nursing shortages. When the need for nurses was great, higher funding levels were appropriated. For example, during the nursing shortage in the 1970's, Congress provided \$160.61 million to the Title VIII programs in 1973. Adjusting for inflation to address the 36-year difference, \$171.03 million (FY 2009 funding level) in 1973 dollars would be approximately \$820 million in current dollars.

Historical Funding for Title VIII Nursing Workforce Development Programs (in millions) and Adjusted for Inflation



Source: Health Resources and Services Administration (HRSA), Division of Nursing, 2009 & U. S. Bureau of Labor Statistics, Inflation Calculator, 2009

Title VIII Funding by State and Percentage of Change between FY 2006-2007 and FY 2007-2008

State	2006 Title VIII Grants	2007 Title VIII Grants	% Change 2006-2007	2008 Title VIII Grants	% Change 2007-2008
Alabama	6,170,161	7,043,777	14	8,629,401	23
Alaska	848,247	920,168	8	770,349	-16
Arizona	3,029,009	2,271,634	-25	2,958,855	30
Arkansas	650,833	421,546	-35	426,327	1
California	6,155,085	5,625,360	-9	6,949,199	24
Colorado	754,085	1,392,093	85	1,455,834	5
Connecticut	609,256	632,719	4	427,422	-32
Delaware	156,002	128,825	-17	142,877	11
District of Columbia	2,227,714	1,671,344	-25	1,182,404	-29
Florida	3,167,875	3,376,530	7	3,983,716	18
Georgia	3,031,007	3,563,585	18	3,300,900	-7
Hawaii	1,472,208	1,745,625	19	2,156,946	24
Idaho	270,751	37,102	-86	214,517	478
Illinois	4,573,177	4,632,555	1	4,717,396	2
Indiana	1,738,795	1,513,457	-13	1,914,271	26
Iowa	334,230	337,078	1	358,121	6
Kansas	612,850	748,901	22	786,181	5
Kentucky	1,149,999	1,284,673	12	1,545,241	20
Louisiana	1,055,180	893,973	-15	1,314,494	47
Maine	115,186	95,766	-17	90,153	-6
Maryland	1,406,320	2,532,055	80	2,251,522	-11
Massachusetts	2,673,130	3,642,186	36	4,454,061	22
Michigan	2,825,265	3,791,804	34	4,379,340	15
Minnesota	1,254,473	1,059,336	-16	1,374,564	30
Mississippi	1,392,204	1,917,105	38	2,670,111	39
Missouri	1,257,186	960,700	-24	1,536,988	60
Montana	687,963	1,309,439	90	1,002,057	-23
Nebraska	545,333	484,596	-11	552,798	14
Nevada	110,960	538,852	386	740,303	37
New Hampshire	394,248	196,008	-50	155,293	-21
New Jersey	3,365,289	2,845,610	-15	3,688,199	30
New Mexico	1,307,700	499,043	-62	457,809	-8
New York	7,926,219	7,121,974	-10	6,749,120	-5
North Carolina	4,066,407	4,303,885	6	5,361,178	25
North Dakota	578,558	1,135,682	96	1,046,903	-8
Ohio	2,981,422	2,339,535	-22	2,556,709	9
Oklahoma	775,697	934,925	21	1,493,771	60
Oregon	1,017,631	1,541,084	51	1,838,771	19
Pennsylvania	3,579,973	4,049,292	13	5,634,857	39
Rhode Island	310,974	305,517	-2	55,549	-82
South Carolina	1,807,631	2,375,864	31	2,442,504	3
South Dakota	1,103,368	1,039,612	-6	586,745	-44
Tennessee	6,112,434	4,810,024	-21	4,121,131	-14
Texas	5,882,682	5,482,205	-7	5,893,405	8
Utah	1,308,148	1,122,802	-14	1,398,869	25
Vermont	213,622	212,974	-0	0	-100
Virginia	3,101,467	1,831,125	-41	2,085,955	14
Washington	4,182,002	4,286,494	2	4,703,881	10
West Virginia	536,197	266,163	-50	733,941	176
Wisconsin	1,697,590	2,244,526	32	2,441,158	9
Wyoming	456,248	516,771	13	564,875	9

Source: Division of Nursing, HRSA



*Melissa
Batchelor Aselage*
**Medical University
of South Carolina •
PhD Student**
*Advanced Education Nurse
Traineeship Recipient*

In pursuing my doctoral degree, available scholarship money has been a critical factor in obtaining my PhD. Tuition is over \$21,000 per academic year and is expected to increase given the state of our economy. The scholarships have reduced financial anxiety that prevented pursuing a terminal degree earlier in my career. I plan to continue my teaching career in nursing education, preparing baccalaureate nursing students to provide best care of older adults as our population ages. Continued federal funding for nurses to obtain advanced degrees is critical to build quality nursing faculty; as we seek to prepare the next generation of nurses.



Fariyda Mulrain
**University of
Massachusetts, Boston
• Bachelor of Science
in Nursing Student**
*Nursing Workforce
Diversity Grant Recipient*

The last several years of my life I experienced great financial hardship. I live at home with my mom, sisters, and brothers, and I work almost fifty hours a week in order to support myself. Receiving the federal financial aid has decreased my financial burden. It had helped me to continue my education in nursing, a field that I know was meant for me. I really hope that Congress continues to support more students because it is a rewarding program for many students who come from diverse backgrounds and have financial burdens. The funding is greatly appreciated, and I hope that more students will be as grateful as I am to be awarded the aid.



Scott Thigpen
**Medical College
of Georgia •
DNP Student**
*Nurse Faculty Loan
Recipient Program*

The Title VIII Nursing Workforce Development Programs allowed me to work full-time teaching nursing students and also work toward my Doctorate of Nursing Practice (DNP) Degree at the Medical College of Georgia on a part-time basis. This funding has made it possible for me to afford a quality doctoral education and continue to teach in rural South Georgia. My goal is to remain in nursing education and teach in the rural and underserved areas of Georgia.



Kristen Shi
**University of
Washington •
Bachelor of Science
in Nursing Student**
*Nursing Student Loan
Recipient*

The Nursing Student Loan program has allowed me to focus and excel in my academics without having to worry about finding a job to pay for tuition. Also, my long-term career goal is to work in underserved urban communities, and the salaries for these positions are not necessarily the same as that of “regular” nurse practitioners. This loan helps to offset some of my future debt. I am very grateful for this program!



American College of Nurse-Midwives
 Association of Community Health Nursing Educators
 Gerontological Advanced Practice Nurses Association
 National Association of Clinical Nurse Specialists
 National Association of Hispanic Nurses
 National Association of Neonatal Nurse Practitioners
 National Association of Neonatal Nurses
 National Coalition of Ethnic Minority Nurse Associations
 National Council of State Boards of Nursing
 Preventive Cardiovascular Nurses Association
 Quad Council of Public Health Nursing Organizations

For more information about the Nursing Community or the Title VIII programs, contact Suzanne Begeny at (sbegeny@aacn.nche.edu), 202-463-6930.