

Trends & Challenges: Emergency Departments in Connecticut Workforce Issues

Emergency Department Overcrowding
Task Force Meeting
December 19, 2006

ED Overcrowding Factors

- Increased visits
- High patient acuity
- Limited access to primary care
- Lack of mental health beds
- ***Workforce shortages***



Healthcare Workforce Shortage Issues

- Lack of workforce data
- Lack of adequate workforce supply to meet healthcare demand
- Lack of capacity to educate new staff
 - Faculty shortage
 - Clinical student placement
 - Educational institution infrastructure

Healthcare Workforce Data

- 30 states have nursing workforce centers
- 25 of these collect and analyze healthcare workforce data*
- Inadequate healthcare workforce data and data analysis to enable workforce planning in Connecticut
- Online licensure renewal a means to develop healthcare workforce database

**Charting Nursing's Future, Robert Wood Johnson Foundation, February 2006*

Healthcare Workforce Data

- 2003 task force developed survey elements for online licensure renewal
- Sample elements
 - Work setting
 - Clinical area of expertise
 - Plan to stay in profession
 - Plan to retire
 - Ethnicity
 - Educational level

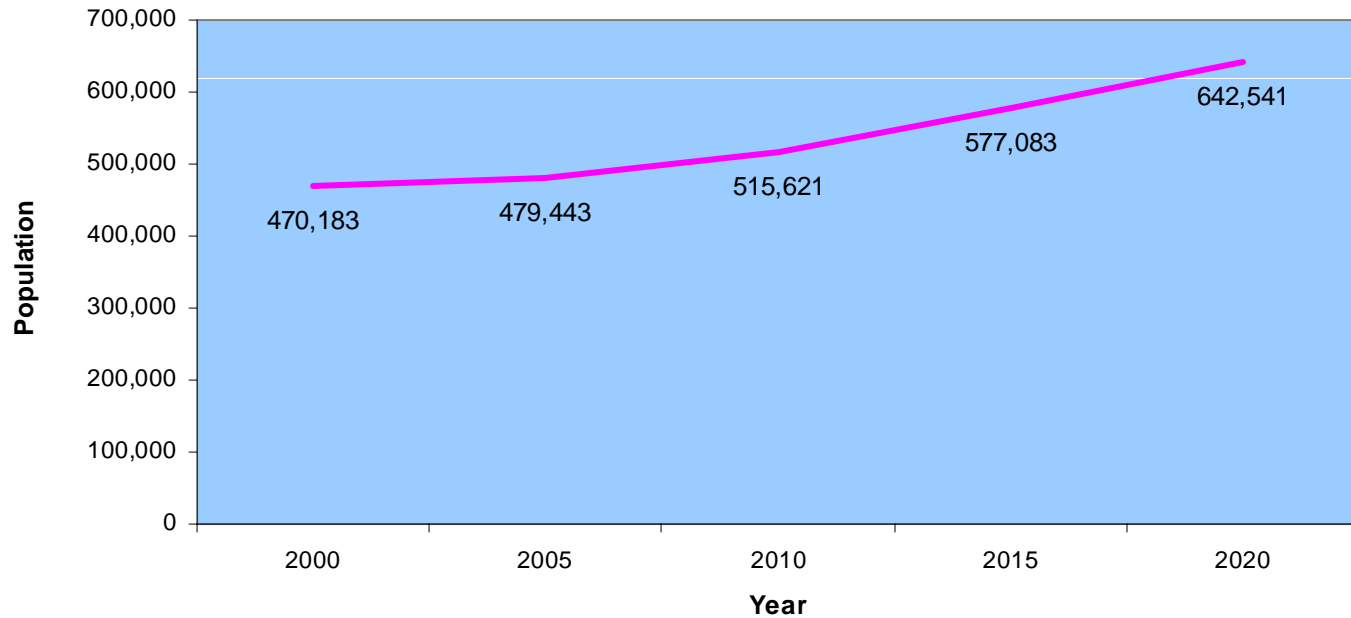
Healthcare Workforce Supply/Demand

- Shrinking pool of younger workers as healthcare demands increase
 - 1990-2000 decline in population ages 25-34 by > 20% (roughly twice the national average of 12%)
 - 1990 –2000 decline in population ages 20-24 by 25% (.3% decline at the national level)
- CT's supply of college graduates not keeping up with healthcare workforce needs
- Connecticut among the ten "oldest" states in U.S.

**Office of Workforce Competitiveness 6/2005*

CT Population Older and Aging...

Projected growth among the elderly population, Connecticut, 2000 to 2020

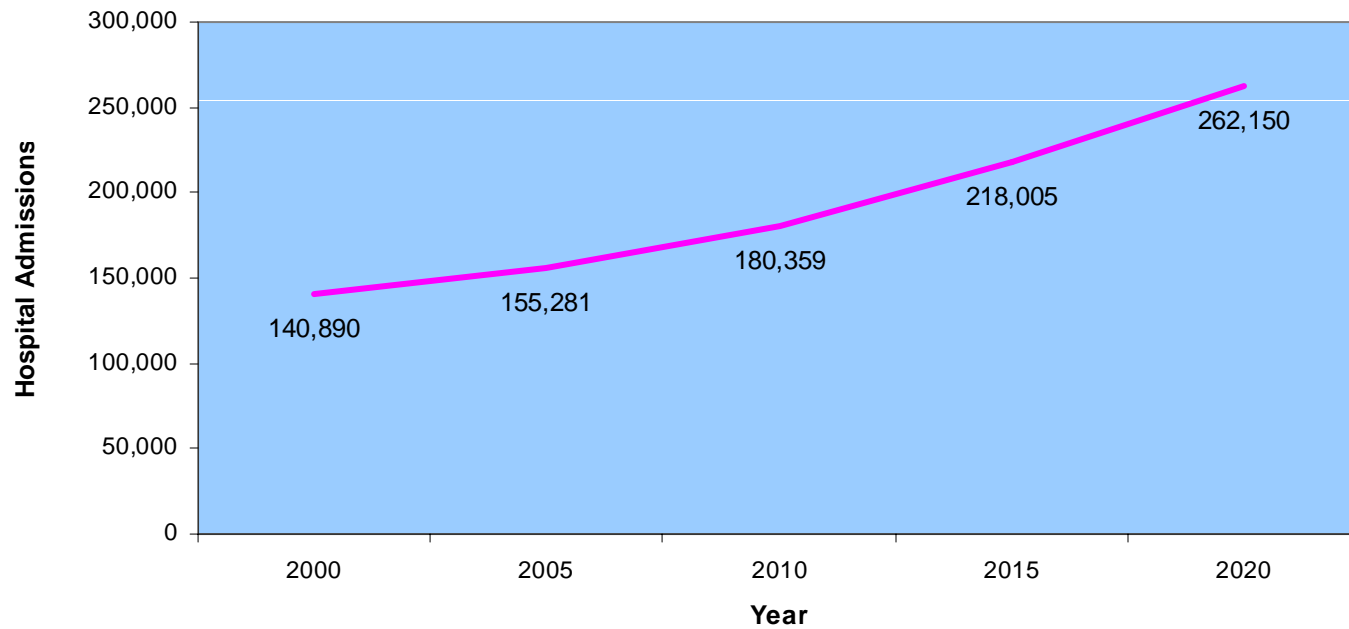


Source: Connecticut Hospital Association, ChimeData, 2006

65 & older population

...increasing acute care demand

Projected growth of inpatient utilization among the elderly, Connecticut, 2000 to 2020



Source: Connecticut Hospital Association, ChimeData, 2006

Inpatient (65 & Older)

Healthcare Workforce Supply/Demand

- People age 65 and older use more healthcare services
 - 706 ambulatory care visits per 100 people (as compared to 291 for ages 18-44)
 - 286.6 hospital discharges per 1,000 people (compared to 94.8 for ages 18-44)*

**National Center for Health Workforce Analysis, Bureau of Health Professions, HRSA, March 2006*

Healthcare Workforce Supply/Demand

CT Hospital RN Vacancies

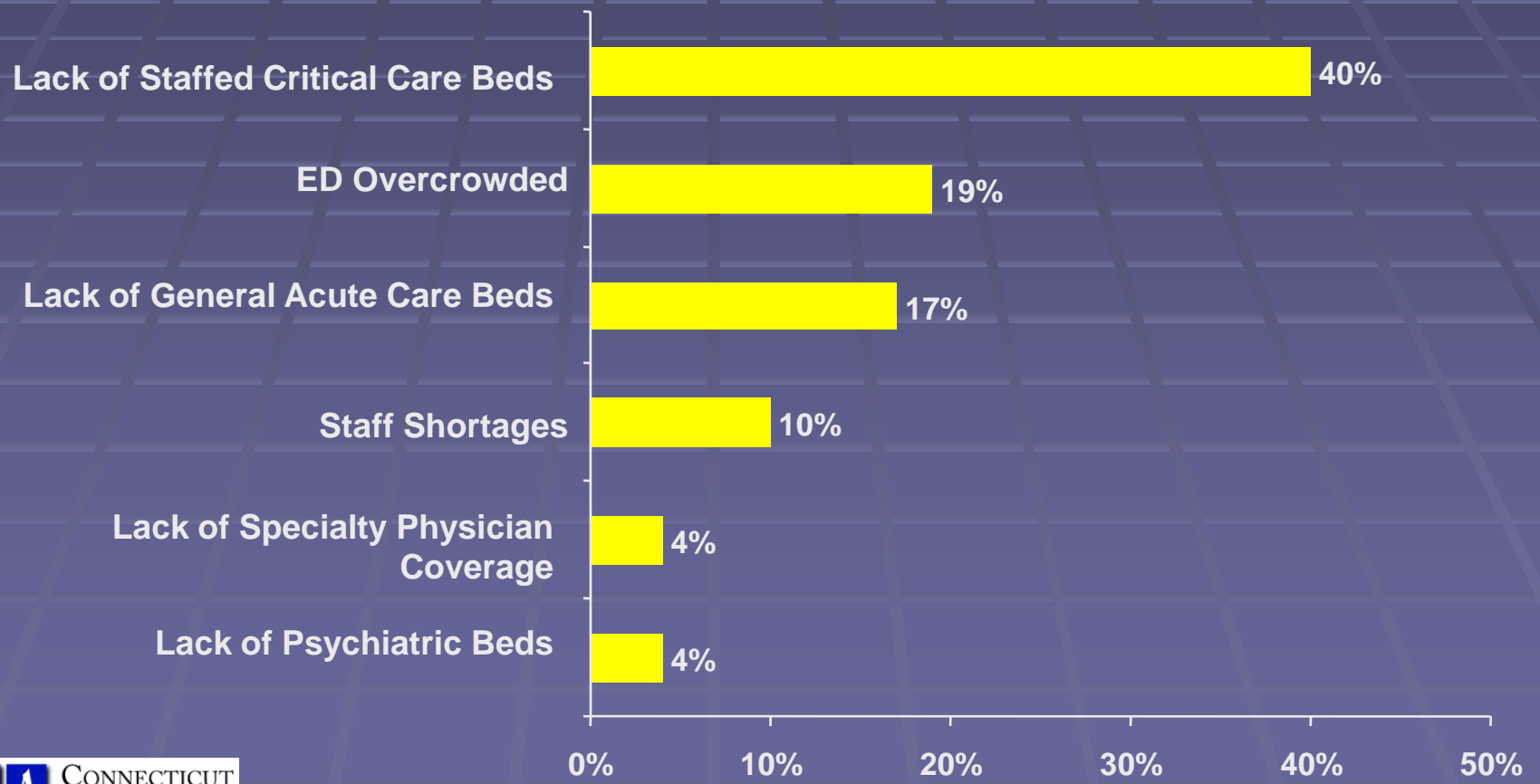
- Staff RN – 7.2%
- Emergency RN – 10.3%
- Critical Care RN – 7.4%
- Medical/Surgical RN – 8.4%
- Psychiatric RN – 7.1%

Healthcare Workforce Supply/Demand

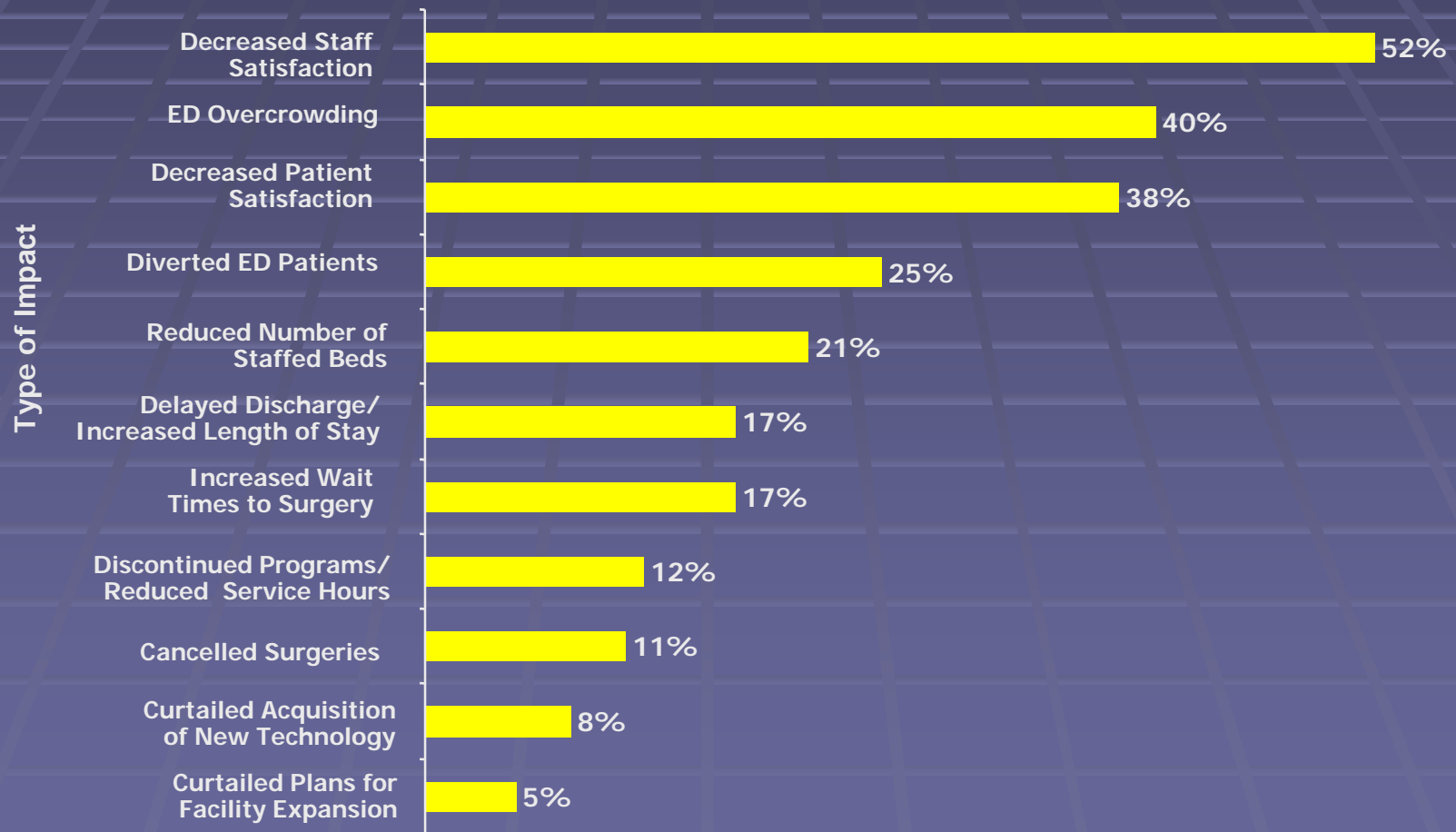
CT Allied Health Vacancies

- Pharmacist – 7.1%
- Respiratory Therapist – 7.0%
- Nuclear Medicine Technologist – 6.7%
- Physical Therapist – 6.5%

Percent of Hospitals Citing Factor as Number One Reason for Ambulance Diversion, January 2006



Percent of Hospitals Reporting Service Impacts of Workforce Shortage, 2005



Impact on CT Emergency Departments

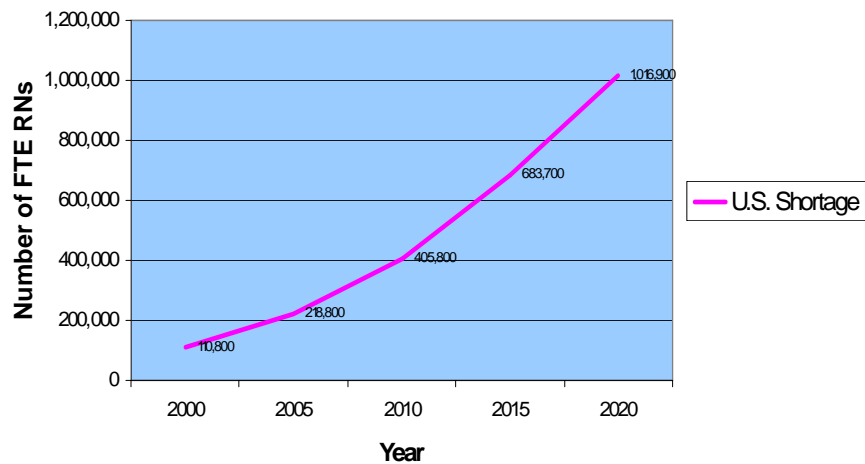
- Staffing shortages clearly exacerbating ED overcrowding
- Critical care RNs cited most, then medical/surgical RNs, also respiratory therapists, physical therapists and others
- Increased patient waiting times in ED
- Delayed admission to inpatient unit
- Decreased patient satisfaction
- Decreased nursing morale

Impact on CT Emergency Departments

- Multiple stabilized admitted patients occupying beds needed for emergently ill patients
- Recruitment of experienced ED RNs becoming increasingly difficult
- Nine to 12 months to prepare a new graduate to be self sufficient in the ED

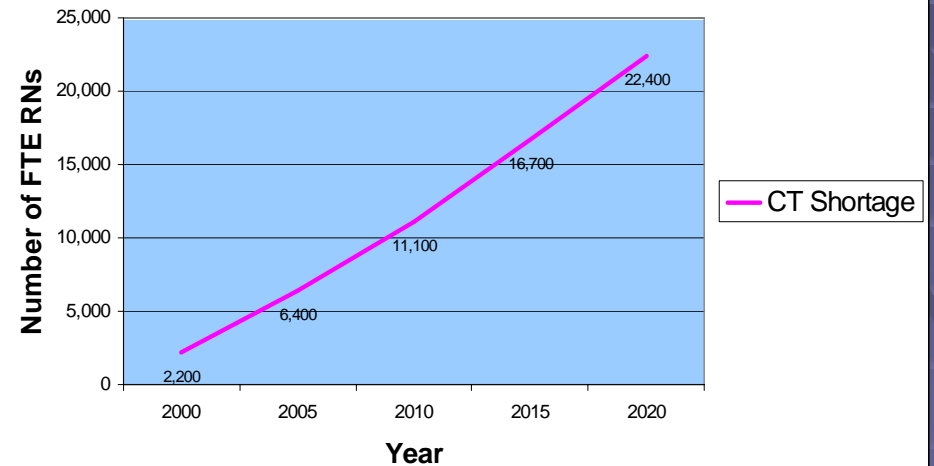
Connecticut and U.S. Projected RN Shortage

Projected U.S. Shortage of RNs, 2000 to 2020



Source: U.S. DHHS, HRSA, Bureau of Health Professions, 2004

Projected CT Shortage of RNs, 2000 to 2020



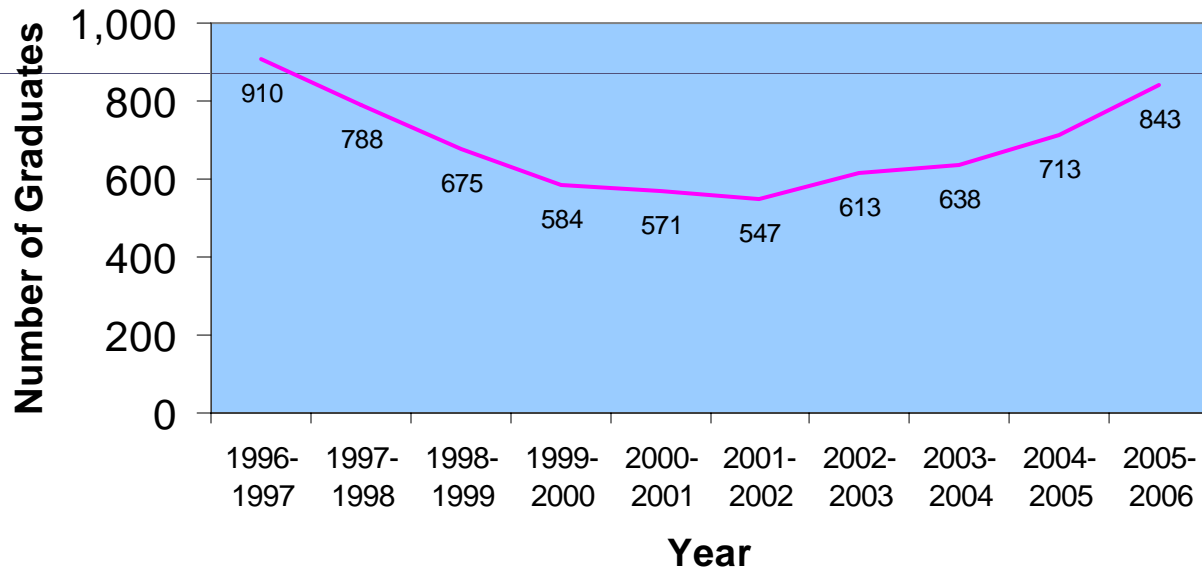
Source: U.S. DHHS, HRSA, Bureau of Health Professions, 2004

2020 RN Shortage Proportional Severity in U.S.

- #1 Alaska 70% deficit
- #2 *Connecticut* *57% deficit*
- #3 Colorado 52% deficit
- #4 Wash. D.C. 51% deficit
- #5 New Jersey 49% deficit

CT RN Nursing Graduates

**Number of RN nursing graduates,
Connecticut 1996 to 2006**



Source: Connecticut Department of Public Health/Board of Examiners of Nursing

Educational Capacity

Faculty Shortage

- 147,000 qualified applicants turned away from nursing schools in the U.S. 2005 primarily due to lack of faculty*
- 2000 qualified applicants unable to enter Connecticut's schools of nursing in 2 years (2004,2005) due to lack of faculty and other resources**

**National League for Nursing, December 2005*

***Connecticut League for Nursing, October 2005*

Educational Capacity

Allied Healthcare Workforce Policy Board

- Established by Public Act 04-220 to examine healthcare workforce shortage issues and to make recommendations for legislation
- Findings and projects underway
 - Multiple complex issues
 - Small disparate initiatives
 - Faculty shortage staffing plan
 - Clinical placement capacity study

Recommended Immediate Actions

- On-line licensure renewal and development of comprehensive healthcare workforce database
- Loan forgiveness and scholarships to encourage nurse faculty development
- Support to expand capacity of schools of nursing