

Background

ANA has been working with State Nurses Associations through its Nationwide State Legislative Agenda to promote state legislation that would require the collection of nursing supply and demand data. Many states do not currently have the structure in place to compile and evaluate nursing workforce data. This data is vital for states to accurately assess the nursing crisis and develop comprehensive short and long range state workforce planning strategies.

In 2003 state legislatures approved five bills on workforce data collection. **HI** legislation requires the establishment of a Center for Nursing at the University of HI to conduct research on workforce issues; the Center will be funded by a percentage of revenue collected by the Board of Nursing. **ME** will now require the state's Health Care Workforce Leadership Council to address the potential role of and need for a permanent health care workforce council or center and directs such center to develop a strategy plan to recruit and retain health care workers. **NJ** enacted legislation increases the board members of the New Jersey Collaborating Center for Nursing (nursing workforce center established in 1996) but deleted \$1.2 million in appropriations to fund the center. **VA** approved language that directs the Advisory Council on the Future of Nursing to report recommendations on a strategic statewide plan to ensure an adequate supply of nurses working in conjunction with the Board of Nursing and the Council of Higher Education on such issues as education, recruitment and retention, enrollment projections, new programs and departments, and the development of a uniform data system on all education programs. **WA** enacted the Workforce Training and Education Coordination Board to facilitate collaboration among stakeholders to address health care personnel shortages including recruitment incentives, loan and scholarship program reviews. An initial report is due in December, then annually. It is important to note that two additional states.

In 2002, **FL** put in place the Florida Center for Nursing Trust Fund to support the Center for Nursing established by legislation in 2001. Legislation was enacted in **GA** that requires health care licensure boards to distribute survey questions to gather data related to work force supply and demographics. The Office of the Secretary of State will submit the collected data to a recognized agency to project trends and needs for the state's health care workforce. In **ID**, the Board of Education and the Commission on Nursing are required to undertake a strategic plan of action to address the nursing shortage and report their findings to the legislature. **IN** required the Commission on Excellence in Health Care to study and make recommendations on increasing the number of nurses. **KY** law established a Nursing Workforce Foundation that will create a consortium for the recruitment of students and the training of RNs. **MD** required the Commission on the Crisis in Nursing to identify a technology driven point of care application, increase quality of patient care, facilitate nurse career advancement, improve the work environment and convene a nursing summit. **ME** created the Health Care Workforce Leadership Council to address the shortage of skilled health care workers. **OK** created the Nursing Workforce Task Force to examine the nurse shortage and identify remedial strategies. **SD** approved establishment of a nursing workforce center under the direction of the Board of Nursing. The center will be funded by nurses through licensure renewal fees. **WV** approved legislation requiring a study of health care practitioner shortages and methods to resolve them.

Legislation enacted in 2001 in **MS** directs the Office of Nursing Workforce to ensure an adequate supply of nurses while legislation passed in **ND** and **TN** allows the Board of Nursing to address issues of supply and demand for nurses including issues of recruitment, retention and utilization of nurses. **FL** and **TX** laws establish independent Centers for Nursing to carry out goals which include the development of a strategic statewide plan for the nursing workforce in the state. The model for this legislation is based on the North Carolina Center for Nursing established in 1991. The North Carolina Center was the first state-supported agency charged with nurse workforce planning including issues of nursing supply, demand, recruitment and retention. **NH** established the Office of Nursing Workforce, Research, Planning and Development to address ongoing issues of supply, education, practice and research related to nursing.