



How can the Louisiana Action Coalition strengthen and prepare a diverse workforce?

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Major Challenges Facing Louisiana's Nursing Workforce

Louisiana had over 6,000 unfilled nursing positions open across the state before the Delta variant caused a surge in cases. This shortage became even more acute as the state dealt with the aftermath of Hurricane Ida (ANA, September 2021).

Nurses are not only experiencing fatigue and burnout, they are suffering moral injury from working the frontlines of the pandemic.

Even though employers may offer programs to address the mental health needs of nurses, many nurses do not take advantage of these programs.

There are regulatory barriers in Louisiana that prevent nurses from practicing to the full extent of their education and training.

Nurses are migrating away from the bedside at alarming rates.

1,381 qualified applicants were not admitted to Louisiana's RN programs in 2020.

106 nursing faculty retired from Louisiana's ASN and BSN programs between 2016 and 2020.

The Covid pandemic amplified the long-standing health disparities and inequities disproportionately affecting racial and ethnic minorities in Louisiana.

There are substantial gaps in the demographic make-up of Louisiana's nursing workforce at the parish level when compared to the demographic make-up of the citizens within the parish.

**Louisiana Action Coalition: Future of Nursing Campaign for Action
Strategic Map: 2022-2025**

**Be the Conduit that
Engages Stakeholders, in
Collaboration with
Nursing, to
Achieve a Culture of
Health and
Health Equity in Louisiana**

Strategic Priority A

**Strengthen
and Prepare a
Diverse Nursing
Workforce**

**Promote Innovative
Programming and
Best Educational
Practices**

**Support Current
Nurses In Career
Progression**

**Create and Foster
Opportunities to
Diversify the
Nursing Workforce**

**Support the Health
and Well-Being
of Current Nurses**



Promote Innovative Programming and Best Educational Practices

By 2030, the nursing profession will look vastly different and will be caring for a changing America. Nursing school curricula need to be strengthened so that nurses are prepared to:

Help promote health equity, reduce health disparities, and improve the health and well-being of everyone.

- Understand and identify the social determinants of health, have expanded learning experiences in the community so they can work with different people with varied life experiences and cultural values;
- Have the competencies to care for an aging and more diverse population;
- Engage in new professional roles and are able to adapt continually to new technologies;
- Lead and collaborate with other professionals and sectors.



Support Current Nurses In Career Progression

Significant work remains in the following key areas:

- Supporting advanced academic education (LPN to RN, RN to BSN, BSN to MSN and/or DNP);
- Building sustainable nurse residency programs;
- Increasing the number of nurses with PhD degrees who focus on the connections among social determinants of health, health disparities, health equity, and overall health and well-being will build the evidence base in this area;
- Promoting life-long learning and interprofessional collaboration.



Create and Foster Opportunities to Diversify the Nursing Workforce

“The decade ahead will demand a stronger, more diversified nursing workforce that is prepared to provide care; promote health and well-being among nurses, individuals, and communities; and address the systemic inequities that have fueled wide and persistent health disparities.” Academy of Medicine Future of Nursing 2020-2030 Summary Report

- Diversifying and strengthening the nursing student body—and eventually, the nursing workforce—requires cultivating an inclusive environment, recruiting and admitting a diverse group of students, and providing students with support and addressing barriers to their success throughout their academic career and into practice.
- Dismantling racism within nursing education and nursing practice.
- Improving K–12 science education and outreach to junior high and high school students, such as through summer pipeline programs health career clubs.
- Nursing students—and faculty—need to reflect the diversity of the population.



Support the Health and Well-Being of Current Nurses

- Nurses' health and well-being are affected by the demands of their workplace, and in turn affect the quality and safety of the care they provide. Thus, it is essential to address the systems, structures, and policies that create workplace hazards and stresses that lead to burnout, fatigue, and poor physical and mental health among the nursing workforce.
- The COVID-19 crisis has highlighted the shortcomings of historical efforts to address nurses' health and well-being.
- **Recommendation 3:** Nursing education programs, employers, nursing leaders, licensing boards, and nursing organizations should initiate the implementation of structures, systems, and evidence-based interventions to promote nurses' health and well-being, especially as they take on new roles to advance health equity



Thank You!

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