How Youth Education Programs Can Impact the Nursing Shortage

Kerri Green MS, MEd.
*Lehigh Valley Health Network*, kerri.green@lvhn.org

Emilie Carlino
*Lehigh Valley Health Network*, Emilie_B.Carlino@lvhn.org

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How Youth Education Programs Can Impact the Nursing Shortage

Kerri J. Green, MS, MEd and Emilie Bree Croft, BHS
Lehigh Valley Health Network, Allentown, Pennsylvania

BACKGROUND/INTRODUCTION

According to the Bureau of Labor Statistics’ Employment Projections, registered nursing is one of the occupations with the highest projected growth rate over the next decade.

<table>
<thead>
<tr>
<th>Projected Job Growth by Industry</th>
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<tbody>
<tr>
<td>Doctoral’s Officers</td>
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<tr>
<td>Home Health Services</td>
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<tr>
<td>Nursing Care Facilities</td>
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<tr>
<td>Employment Services</td>
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Problem: The United States is currently facing a shortage in the number of qualified nurses. By the year 2020, the percentage of Americans 65+ will increase to 24% and the number of older Americans requiring in home and specialized nursing care will also increase.

Aging population and increased demand for care and increased number of healthcare workers reaching retirement age

- 55% of the current RN workforce is age 55+
- By 2020, the US will face a shortage of 800,000 nurses.

According to the Bureau of Labor Statistics, by 2020, the US will face a shortage of 800,000 nurses.

55% of the current RN workforce is age 55+ reaching the retirement age

OUTCOMES

Historical programming demographic data stored digitally and in paper-based records were mined, filing in data gaps dating back to 2006.

A standard process was created for data collection and import for utilization across multiple teams within LVHN’s Department of Education (DoE).

The Student Affairs database, created in Microsoft Access, now includes thousands of students representing youth programming, nursing, physician assistant, undergraduate medical, graduate medical, physical therapists, occupational therapists, as well as a variety of other health careers represented in the chart below.

Department of Education Medical Education and Student Affairs

<table>
<thead>
<tr>
<th>Number of Students/Trainees Connected with LVHN After Attending Programs by Fiscal Year</th>
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<tbody>
<tr>
<td>LVHN Academic Year</td>
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<td>LVHN</td>
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Department of Education Medical Education and Student Affairs

| LVHN Academic Year | 5690 | 1580 | 537 | 357 | 267 | 256 | 168 | 180 | 176 | 153 | 175 | 176 | 236 | 153 | 1106 |
| LVHN | 1000 | 2700 | 5000 | 8000 | 537 | 426 | 315 | 297 | 238 | 176 | 153 | 176 | 236 | 153 | 1106 |

CONCLUSIONS

In 2016, LVHN’s DoE provided educational and clinical experiences for 2215 students with 50% representing the nursing profession.

LVHN continues to build strategic partnerships with high schools, career and vocational schools, colleges, and universities to identify students potentially interested in nursing and create specific programming opportunities to address the potential nursing shortage.

The Student Affairs database allows LVHN to longitudinally track student participation and has produced valuable metrics to show correlation between participation and retention within the network.

The database reporting created a more visual pipeline of youth programming participation across multiple LVHN locations and has allowed the DoE to make decisions regarding most effective youth programming in terms of trending employment needs.

Methodology: Database created to longitudinally track students to employment at LVHN.

- Projected Job Growth by Industry:
  - Doctoral’s Officers: 48%
  - Home Health Services: 33%
  - Nursing Care Facilities: 24%
  - Employment Services: 17%

- Problem: The United States is currently facing a shortage in the number of qualified nurses.
  - By the year 2020, the percentage of Americans 65+ will increase to 24% and the number of older Americans requiring in home and specialized nursing care will also increase.
  - Aging population and increased demand for care and increased number of healthcare workers reaching retirement age:
    - 55% of the current RN workforce is age 55+
    - By 2020, the US will face a shortage of 800,000 nurses.

- Outcomes: Historical programming demographic data stored digitally and in paper-based records were mined, filing in data gaps dating back to 2006.
  - A standard process was created for data collection and import for utilization across multiple teams within LVHN’s Department of Education (DoE).
  - The Student Affairs database, created in Microsoft Access, now includes thousands of students representing youth programming, nursing, physician assistant, undergraduate medical, graduate medical, physical therapists, occupational therapists, as well as a variety of other health careers represented in the chart below.

- Conclusions: In 2016, LVHN’s DoE provided educational and clinical experiences for 2215 students with 50% representing the nursing profession.
  - LVHN continues to build strategic partnerships with high schools, career and vocational schools, colleges, and universities to identify students potentially interested in nursing and create specific programming opportunities to address the potential nursing shortage.

REFERENCES:


RECOMMENDATIONS

Expand youth programming to newly merged LVHN hospital sites to increase number of students into the pipeline and encourage retention in the rural areas.

Increase the number of trained preceptors for nurse residency programming as well as student programming as mentorship has been equated to retention.

Collaborate with Nursing Professional Excellence Councils to create engaging and effective educational opportunities for youth.