

## Shortage of Nurses in Greater Cincinnati in Critical Condition Here's What We Can Do to Reduce the Deficit to Ensure Quality Healthcare for All

The Greater Cincinnati region is experiencing an incredible shortage of healthcare workers - Registered Nurses (RN) and Licensed Practical Nurses (LPN) in particular. Nurses are leaving the workforce in record numbers, health systems are strained, and healthcare costs are rising, placing quality healthcare at risk.

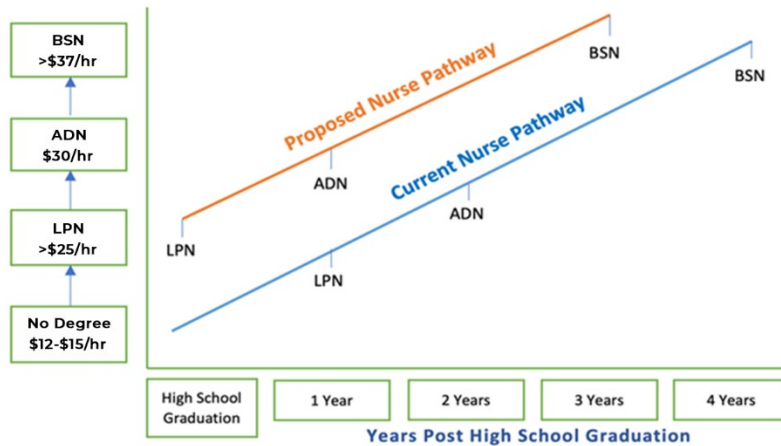
A greater deficit is projected over the next 10 years, but Ohio's current Nursing Education Pathways do not graduate enough students at the LPN, Associate, or Bachelor Degree RN (ADN and BSN) levels to meet demand. To reduce the growing deficit, we must:

1. Increase available nursing programs and pathways
2. Advocate for smart regulation changes
3. Make nursing programs more equitable by decreasing the cost of entry, especially for high school students
4. Accelerate the timeline to earn an RN degree and higher wages

To put it simply, **we need more nurses in less time**. The chart below illustrates the impact of changes, where students can earn higher wages right out of high school and anyone interested in obtaining a nursing degree or credentials can do so in a shorter timeframe and earn higher wages faster.

### More Nurses. Less Time.

#### Accelerating SW Ohio's Nursing Education Pathway



### Progress To Date

Workforce Innovation at The Health Collaborative has been collaborating with organizations state-wide to "uncrimp" Ohio's nursing pipeline over the past year by obtaining:

- Approval of Ohio's first-ever Industry Transfer Assurance Guide (ITAG) for individuals with active LPN credentials, guaranteeing them college credit at Ohio-funded state colleges and universities.
- Ohio legislative support for changing LPN instructor requirements (*Ohio House Bill 583*)
- Ohio Department of Health support implementing STNA rule changes for instructor requirements, program delivery, passing test score, and more.

### Next Steps

To ensure the quality and availability of healthcare to people in SW Ohio, Workforce Innovation continues to lead collaboration with regional partners. We remain committed and steadfast to advocating for smart regulations, sharing innovative practices, and pursuing resources to reduce the nursing shortage.

### Southwest Ohio By the Numbers

- ✓ **17,000+** current healthcare job openings\*\*
- ✓ **10.2% healthcare jobs vacancy rate** – the highest rate since 2007\*\*
- ✓ 2<sup>nd</sup> fastest growing industry sector
- ✓ Expected **gap of 925+ LPN and RN jobs per year** for the next 10 years.\*
- ✓ **Only two LPN options** for high school students in SW Ohio (more are needed)

\*Source: JobsEQ;

\*\*Health Collaborative Workforce Survey 6-30-22

### The Impact Funding and Support Can Have on the Nursing Shortage and the Economy

#### Increased Access

- ✓ Establish new and **expanded STNA, LPN and LPN-to-RN Bridge programs** at the region's technical centers and community colleges to increase options for students to pursue credentials
- ✓ **Increase the number of high school students graduating with STNA and LPN credentials** over the next 3 years
- ✓ Identify and address regulatory and systemic **barriers and deterrents** to equitable nursing education

#### Improved Socio-economic Outcomes

- ✓ **Remove racial and ethnic disparities** and increase the diversity of the nursing workforce, especially minorities and men
- ✓ Increase access by reducing the cost of entry into nursing careers
- ✓ **Improve economic mobility** for disadvantaged and impoverished individuals

#### Systemic Improvements

- ✓ Help control the cost of healthcare
- ✓ Provide start-up funding for instructor salaries, required lab equipment, and supplies
- ✓ Creation of a resource repository to make it easier for programs to expand regionally and across the state of Ohio

To learn more about how to help, contact **Hope Arthur**  
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