

Survey of New Mexico Nursing Employers

February 2014

Written By:

Shanna Schultz, Program Coordinator for the Academic Progression in Nursing Grant

In Conjunction With:

The Robert Wood Johnson Foundation's New Mexico Academic Progression in Nursing Team

New Mexico Action Coalition

TABLE OF CONTENTS

SURVEY BACKGROUND	2
EXECUTIVE SUMMARY	3
<u>ACUTE CARE AND REHABILITATION FACILITIES</u>	<u>4</u>
OTHER POLICY INFORMATION FOR ACUTE CARE AND REHABILITATION FACILITIES	6
PERSONNEL INFORMATION FOR ACUTE CARE AND REHABILITATION FACILITIES	7
<u>LONG-TERM CARE FACILITIES</u>	<u>9</u>
OTHER POLICY INFORMATION FOR LONG-TERM CARE FACILITIES	11
PERSONNEL INFORMATION FOR LONG TERM FACILITIES	12
<u>HOME AND HOSPICE FACILITIES</u>	<u>17</u>
OTHER POLICY INFORMATION FOR HOME AND HOSPICE FACILITIES	19
PERSONNEL INFORMATION HOME AND HOSPICE FACILITIES	20

Survey Background

This report summarizes the findings of the New Mexico Nursing Employer Survey that was deployed in Fall of 2013 as a joint effort of the Academic Progression in Nursing (APIN) staff and the New Mexico Action Coalition (NMAC) staff. This is the first survey of its kind, and will act as baseline data as the survey is administered again in 2015 and 2017. This survey has two major focal points: 1) Hiring policies and procedures and 2) Nursing personnel data within each facility. To gain a sharper focus of the nursing employer data across the state, the survey was administered separately to the three major health care facility types: Acute Care and Rehabilitation Facilities, Long-Term Care Facilities, and Home and Hospice Facilities. The data was collected over a web survey, e-mail, and over the phone. The response rates are as follows:

2013 New Mexico Employer Survey Response Rates	
Acute Care and Rehabilitation Facilities	36%
Long-Term Care Facilities	34%
Home and Hospice Facilities	24%

Executive Summary

This baseline data on hiring policies and procedures is essential because of the efforts of the New Mexico Nursing Education Consortium (NMNEC). Implemented in 2013, NMNEC provides a means for BSN-level degrees to be awarded at community colleges. With the projected increase of BSN-prepared nurses into the workforce, we are interested in the current and proposed policies for hiring BSN-prepared nurses.

From this data we see a distinct pattern. Acute Care & Rehabilitation Facilities are the type of facilities with the most in-place procedures or policies in regard to preferential hiring of BSN-prepared nurses. This is followed by Long-Term Facilities, and last, Home and Hospice Facilities. The Institute of Medicine Report from 2010 (*The Future of Nursing, 2010*) calls for 80% of the nursing workforce – in every state – to be BSN-prepared nurses by 2020. These statistics on hiring policies and procedures will be crucial for New Mexico as the state strives to reach that goal.

The findings in this report bring to light major questions about accreditation requirements. Acute Care and Rehabilitation Facilities as well as Long-Term Care Facilities, do not have a preference or requirement for newly graduated nurses to hold a degree from a nationally accredited nursing program. Home and Hospice Facilities have a high rate of no preference as well, but the majority of their facilities (43.75%) do not hire new graduates, rather they hire experienced nurses. In our efforts to increase the number of advanced degrees in nursing, we recognize the significance of receiving your BSN degree from a nationally accredited institution. This data on accreditation requirements leaves much to be explored in the future.

Acute Care and Rehabilitation Facilities

Acute Care and Rehabilitation Facilities from across the state were surveyed on hiring policies and procedures and personnel information. Fourteen of these respondents are in urban areas of New Mexico, while the other nine respondents are in rural areas. This section first outlines hiring policies and procedures and then personnel information.

Hiring policies at the Acute Care and Rehabilitation Facilities are outlined below. The data shows that while there is still progress to be made, Acute Care and Rehabilitation Facilities are already pursuing employees based on their nursing degree earned.

Acute Care and Rehabilitation Facilities Hiring Policies and Preferences	
Question	Percentage of Facilities
Facilities that offer a difference in pay based on nursing educational degree earned.	63.16%
Facilities that include level of education degree as part of a career ladder program.	52.63%
Facilities that offer incentives for having an advanced educational degree (BSN and higher) other than pay differentials and career ladders	10.53%
Facilities that have registered nurse job descriptions that have specific education requirements for bachelor's degree and higher. (This does not apply to nurse practitioners, nurse midwives, or nurse anesthetists).	42.11%
Facilities that have plans to adopt a policy of preference for hiring BSN-prepared nurses (for those facilities that do not have an existing policy or procedure).	14.29%
Facilities that know about the New Mexico Nursing Education Consortium	68.42%

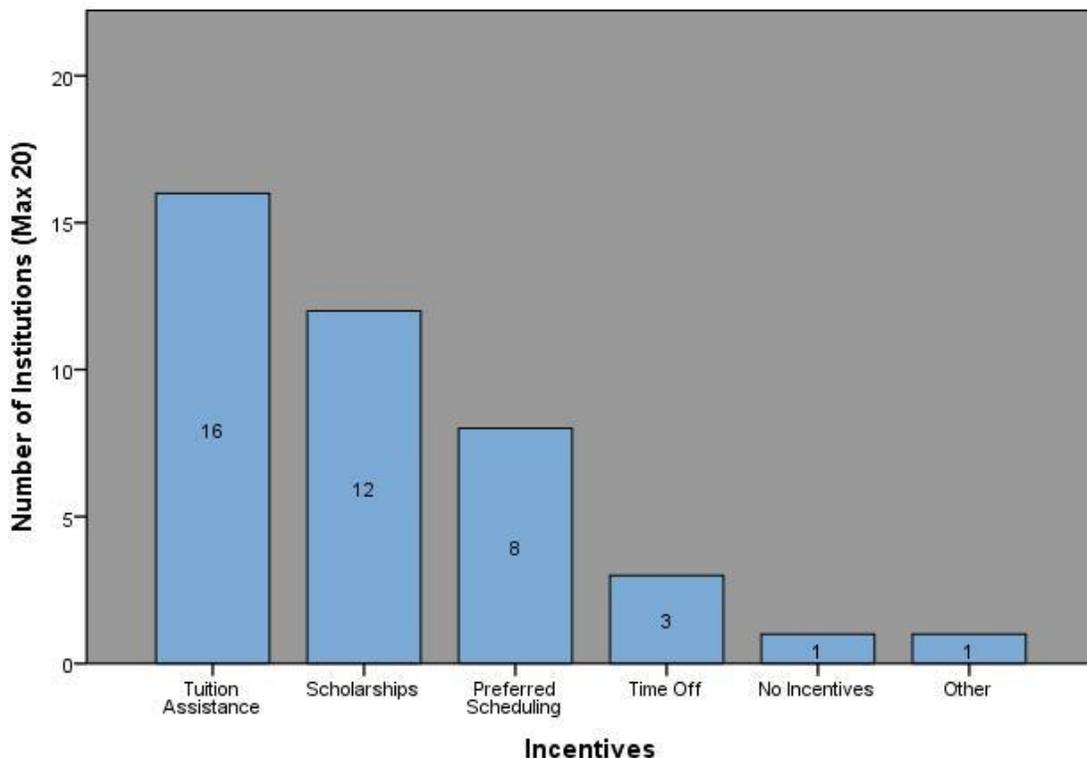
Other policy information for Acute Care and Rehabilitation Facilities

The data below represents the preference of Acute Care and Rehabilitation Facilities of hiring newly graduated nurses that come from a nationally accredited (CCNE or NLNAC) or non-accredited nursing program. The majority of the facilities have neither a preference, nor requirement, for accreditation.

Facilities that have a preference or requirement that applicants have graduated from a nationally-accredited (CCNE or NLNAC) nursing program	
Preference	22.22%
Requirement	16.67%
Neither	61.11%

The data below shows which incentives Acute Care and Rehabilitation Facilities offer for nurses to obtain a BSN and higher degree. The two most offered incentives are "Tuition Assistance" and "Scholarships." Only ten percent of the facilities answered "None" or "Other."

Does your facility offer any of the following or other support incentives for nurses to obtain a BSN and higher degree? (facilities chose all applicable options)



Acute Care and Rehabilitation Facilities Personnel Data

The data below shows the average number of nursing personnel by FTE. The Urban facilities have more FTEs in every category, with a significantly higher number of Nurse Technicians / Nurse Assistants and Nurse Practitioners.

Average Number of Nursing Personnel by FTE		
	Urban	Rural
Nurse Assistant / Nurse Technicians	405.72	14.35
RNs	529.50	48.09
LPNs	3.63	1.36
Nurse Practitioners	12.56	.87
Nurse Anesthetists	1.9	1.56
Nurse Midwives	4	.31

The data below shows the average number of nursing personnel **vacancies** by FTE. The urban facilities have a larger amount of vacancies of Nurse Assistants / Nurse Technicians and Nurse Anesthetists. The other figures are comparable.

Average Number of Nursing Personnel Vacancies by FTE		
	Urban	Rural
Nurse Assistant / Nurse Technicians	13.7	2.27
LPNs	.14	.88
RNs	13.7	7.98
Nurse Practitioners	1.57	.8
Nurse Anesthetists	7.2	.2
Nurse Midwives	0	0

Acute Care and Rehabilitation Facilities Personnel Data (continued)

The data below shows the average number of months it takes to recruit nursing personnel. For Rural facilities, there is a longer time period to hire Nurse Practitioners, Nurse Anesthetists, and Nurse Midwives. Recruitment time for other nursing personnel is comparable.

Average Number of Months it Takes to Hire Nursing Personnel		
	Urban	Rural
Nurse Assistant / Nurse Technicians	1.2	1.6
RNs	1.86	3.98
LPNs	.33	.93
Nurse Practitioners	1.5	3.99
Nurse Anesthetists	.4	4.50
Nurse Midwives	.83	4.00

Facilities were asked to choose their top three nursing specialties that they have trouble recruiting. The data below represents the number of facilities (out of 23) and their top three choices.

Number of Facilities that Have Trouble Hiring Nursing Specialties (facilities were asked to choose their top three)		
	Urban	Rural
Operating Room	8	5
Obstetrics	1	4
Critical Care	5	4
Medical / Surgical	1	2
Emergency Department	2	1
Outpatient Clinics	0	0
Long-Term Care	0	0
Home and Hospice	3	0
Case Management	4	0
Behavioral Health	0	0
Other	0	0
None	2	0

Long-Term Care Facilities

Long-Term Care Facilities from across the state were surveyed on hiring policies and procedures and personnel information. Six of these respondents are in urban areas of New Mexico, while the other eighteen respondents are in rural areas. This section first outlines hiring policies and procedures and then personnel information.

Hiring policies at the Long-Term Care Facilities are outlined below.

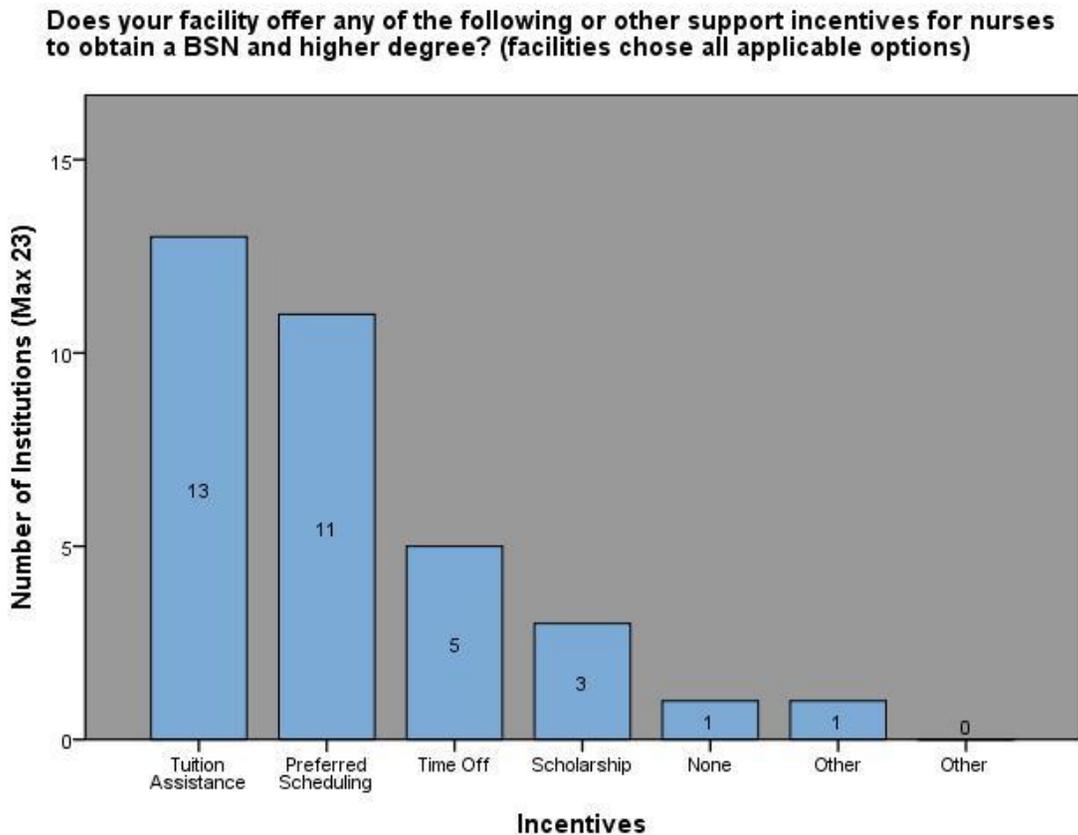
Long-Term Care Facilities Hiring Policies and Preferences	
Question	Percentage
Facilities that offer a difference in pay based on nursing educational degree earned.	56.52%
Facilities that include level of education degree as part of a career ladder program.	56.52%
Facilities that offer incentives for having an advanced educational degree (BSN and higher) other than pay differentials and career ladders	13.04%
Facilities that have registered nurse job descriptions that have specific education requirements for bachelor's degree and higher. (This does not apply to nurse practitioners, nurse midwives, or nurse anesthetists).	17.39%
Facilities that have plans to adopt a policy of preference for hiring BSN-prepared nurses (for those facilities that do not have an existing policy or procedure).	4.55%
Facilities that know about the New Mexico Nursing Education Consortium	13.04%

Other policy information for Long-Term Care Facilities

The data below represents the preference of Long-Term Care Facilities for hiring newly graduated nurses that come from a nationally accredited (CCNE or NLNAC) or non-accredited nursing program. The majority of the facilities have neither a preference, nor requirement, for accreditation.

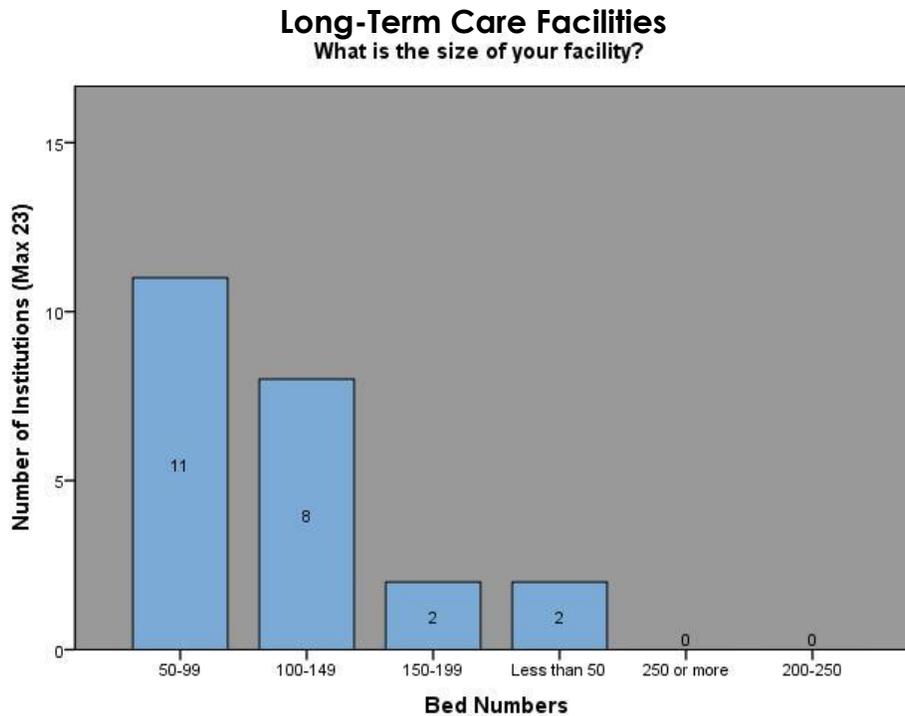
Facilities that have a preference or requirement that applicants have graduated from a nationally-accredited (CCNE or NLNAC) nursing program	
Preference	22.22%
Requirement	5.56%
Neither	72.22%

The data below shows which incentives Long-Term Care Facilities offer for nurses to obtain a BSN and higher degree. The two most offered incentives are “Tuition Assistance” and “Preferred Scheduling.” Only eight percent of the facilities answered “None” or “Other.”



Personnel Information for Long Term Care Facilities

Long Term Care Facilities from across the state were surveyed on information other than hiring policies and procedures. The data below shows the varying sizes of the surveyed facilities.



The data below shows the average number of nursing personnel by FTE. In both rural and urban facilities, Nurse Assistants / Nurse Technicians are the majority of FTE. For the other two types of nursing personnel, LPNs and RNs, urban facilities employ more FTEs.

Average Number of Nursing Personnel FTEs employed		
	Urban	Rural
Nurse Assistants / Nurse Technicians	39.53	24.88
LPNs	8	5.38
RNs (does not include advanced practice nurses)	12.45	6

Personnel Information for Long Term Care Facilities

(continued)

The data below shows the average number of nursing personnel **vacancies** by FTE. The urban Facilities of New Mexico have a higher rate of vacancy for all three nursing categories.

Average number of Nursing Personnel Vacancies by FTE		
	Urban	Rural
Nurse Assistants / Nurse Technicians	4.6	2.34
LPNs	1.1	.63
RNs	1	.38

The data below shows the average number of months it takes to recruit nursing personnel. The statistics between urban and rural facilities are comparable.

Average number of months it takes to hire nursing personnel		
	Urban	Rural
Nurse Assistants / Nurse Technicians	2	2.13
LPNs	1.3	1.88
RNs	1.3	.38

The data below shows the average number of health professionals by FTE. These professions are those other than nursing. The only notable difference is in the “Social Worker” category, where the urban facilities have a higher number of FTEs than the rural facilities.

Average Number of Health Professional by FTE		
	Urban	Rural
Occupational Therapist	1.22	1.33
Occupational Therapist Tech	1.11	1.17
Physical Therapist	1.44	1.50
Physical Therapist Tech	1.56	1.50
Speech Therapist	.89	.83
Physician Assistant	0.00	.2
Social Worker	1.22	.5
Qualified Social Worker	.67	.75
Gerontological	0.00	.20

Personnel Information for Long Term Care Facilities (continued)

The data below shows the average number of health professional FTE **vacancies**. Both urban and rural facilities have very similar numbers.

Average Number of Health Professional Vacancy by FTE		
	Urban	Rural
Occupational Therapist	.38	.143
Occupational Therapist Tech	.29	0
Physical Therapist	.43	.143
Physical Therapist Tech	.43	0
Speech Therapist	.25	0
Physician's Assistant	0	0
Social Worker	.29	.143
Qualified Social Worker	.14	0
Gerontological	.11	0

The data below shows the average number of months it takes to recruit health professionals. The figures for both urban and rural facilities are similar.

Average Number of Months it Takes to Hire Health Professional		
	Urban	Rural
Occupational Therapist	1.5	2
Occupational Therapist Tech	.71	1.1
Physical Therapist	1.5	1.3
Physical Therapist Tech	.57	.9
Speech Therapist	1.63	2.2
Physician's Assistant	0	0
Social Worker	2	1
Gerontological	0	.33

Personnel Information for Long Term Care Facilities

(continued)

The data below shows the total number of facilities (out of 24) that contract their health profession positions. Unlike the Home and Hospice facilities, these figures are much more comparable.

Number of Facilities that Contract Their Health Care Professionals		
	Urban	Rural
Occupational Therapist	4	3
Occupational Therapist Tech	2	2
Physical Therapist	2	4
Physical Therapist Tech	2	2
Speech Therapist	2	2
Physician's Assistant	4	3
Social Worker	1	0
Gerontological	3	2

The data below shows the average number of hours per week of services the facility requires of its health professionals. Across the board, rural facilities require more service hours per week.

Average Number of Service Hours Per Week Required for Contracted Services		
	Urban	Rural
Occupational Therapist	26	26.25
Occupational Therapist Tech	32	36.67
Physical Therapist	24	37.5
Physical Therapist Tech	24	32.5
Speech Therapist	12	20
Physician's Assistant	9	12.5
Social Worker	8	13.33
Gerontological	8	10

Personnel Information for Long Term Care Facilities (continued)

The data below shows the average number of years that leadership positions have currently been held. Administrator and Director of Nursing positions at urban facilities are filled for a longer time, but rural facilities have their Chief Financial Officer position filled for a significantly increased amount of time.

Average Number of Years Leadership Positions Have Currently Been Held		
	Urban	Rural
Administrator	5.33	3.33
Director of Nursing	4.56	2.33
Chief Financial Officer	2.11	9.5

The data below shows the average number of months it takes to recruit for leadership positions. It takes rural facilities more time to recruit the Administrator and Director of Nursing, but not as long for their Chief Financial Officer.

Average Number of Months it Takes to Recruit for Leadership Positions		
	Urban	Rural
Administrator	6.3	4.4
Director of Nursing	4.5	1.6
Chief Financial Officer	2.33	9.5

Home and Hospice Facilities

Home and Hospice Facilities from across the state were surveyed on hiring policies and procedures and personnel information. Ten of these respondents are in urban areas of New Mexico, while the other fourteen respondents are in rural areas. This section first outlines hiring policies and procedures and then personnel information.

Hiring policies at the Home and Hospice Care Facilities are outlined below.

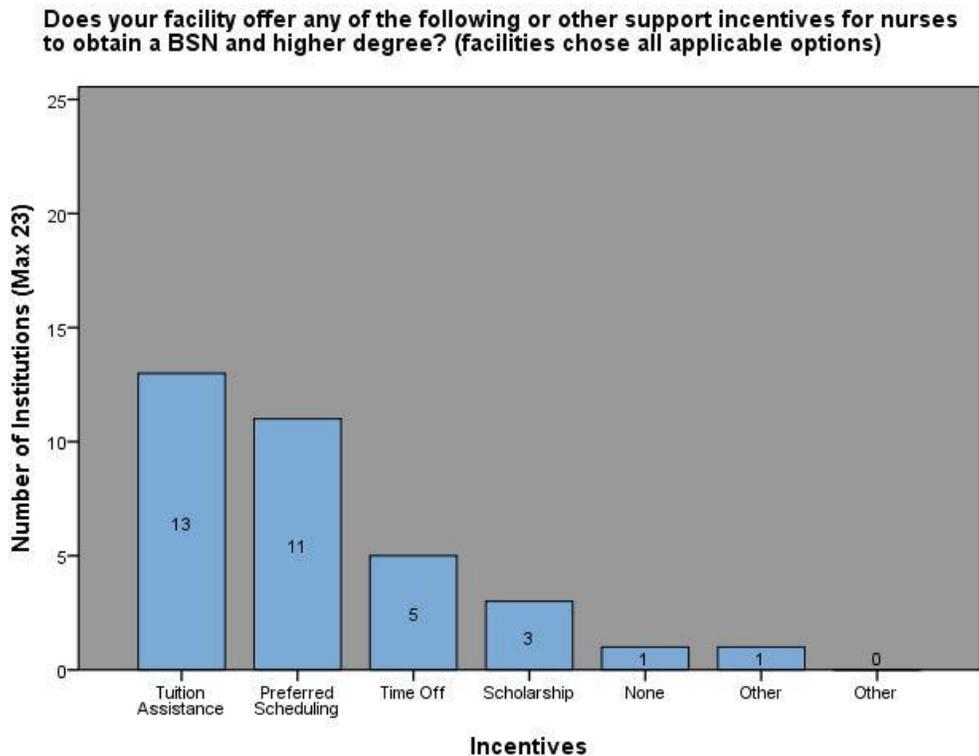
Home and Hospice Care Facilities Hiring Policies and Preferences	
Question	Percentage
Facilities that offer a difference in pay based on nursing educational degree earned.	37.50%
Facilities that include level of education degree as part of a career ladder program.	25%
Facilities that offer incentives for having an advanced educational degree (BSN and higher) other than pay differentials and career ladders	20.83%
Facilities that have registered nurse job descriptions that have specific education requirements for bachelor's degree and higher. (This does not apply to nurse practitioners, nurse midwives, or nurse anesthetists).	8.33%
Facilities that have plans to adopt a policy of preference for hiring BSN-prepared nurses (for those facilities that do not have an existing policy or procedure).	12.5%
Facilities that know about the New Mexico Nursing Education Consortium	16.67%

Other policy information for Home and Hospice Facilities

The data below represents the preference of Home and Hospice Facilities of hiring newly graduated nurses that come from a nationally accredited (CCNE or NLNAC) or non-accredited nursing program. Unlike the other two facility types, the majority of Home and Hospice Facilities do not hire new graduates. Of the facilities that hire new graduates, most of them have neither a preference, nor a requirement, for accreditation.

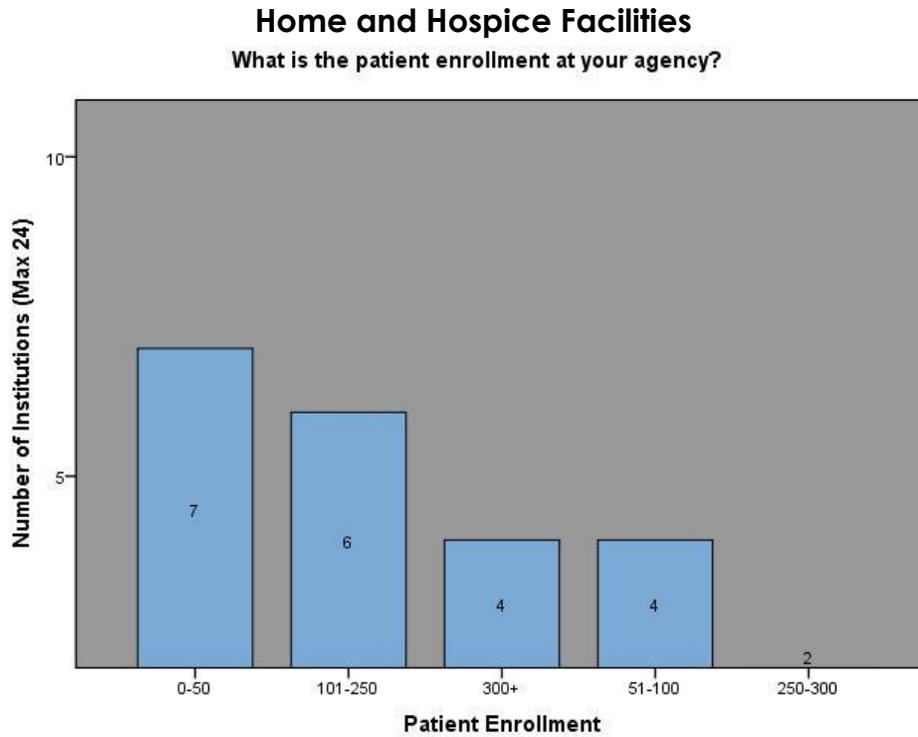
Facilities that have a preference or requirement that applicants have graduated from a nationally-accredited (CCNE or NLNAC) nursing program	
Preference	12.5%
Requirement	12.5%
Neither	31.25%
Not Applicable (Facility does not hire new graduates)	43.75%

The data below shows which incentives Acute Care and Rehabilitation Facilities offer for nurses to obtain a BSN and higher degree. The two most offered incentives are "Tuition Assistance" and "Preferred Scheduling." Only eight percent of the facilities answered "None" or "Other."



Personnel Information Home and Hospice Facilities

Home and Hospice Facilities from across the state were surveyed as to their current personnel mix. The data below shows the varying sizes of the surveyed facilities.



The data below shows the average number of nursing personnel by FTE. In both the rural and urban areas, Registered Nurses are the majority of FTEs.

Average Number of Nursing Personnel by FTE		
	Urban	Rural
Home Health Aides	2.33	4.82
LPNs	1.00	1.82
RNs (does not include advanced practice nurses)	5.32	6.45

Personnel Information Home and Hospice Facilities (continued)

The data below shows the average number of nursing personnel **vacancies** by FTE. The rural areas of New Mexico have a much higher rate of vacancy.

Average number of Nursing Personnel Vacancies by FTE		
	Urban	Rural
Home Health Aides	.43	3.91
LPNs	.00	1.32
RNs	.50	4.23

The data below shows the average number of months it takes to recruit nursing personnel. While the urban and rural areas have similar timeframes for Home Health Aides and LPNs, it takes much longer for a rural facility to hire a Registered Nurse than it does in an urban facility.

Average Number of Months it Takes to Recruit Nursing Personnel		
	Urban	Rural
Home Health Aides	1.5	1.73
LPNs	1.2	1.82
RNs	2.2	4.27

The data below shows the average number of health professionals by FTE. These professions are those other than nursing. The rural and urban areas have similar FTE statistics.

Average Number of Health Professional by FTE		
	Urban	Rural
Occupational Therapist	.38	.67
Occupational Therapist Tech	.05	.44
Physical Therapist	2.20	1.33
Physical Therapist Tech	.80	.69
Speech Therapist	.44	.52
Dietitian	.20	.25
Social Worker	1	1.17

Personnel Information Home and Hospice Facilities (continued)

The data below shows the average number of health professional FTE **vacancies**. The rural facilities have much higher rates of vacancy than the urban facilities.

Average Number of Health Professional FTE Vacancies		
	Urban	Rural
Occupational Therapist	.33	.63
Occupational Therapist Tech	.00	.38
Physical Therapist	.17	.67
Physical Therapist Tech	.00	.50
Speech Therapist	.00	.28
Dietitian	.00	2.88
Social Worker	.00	.69

The data below shows the average number of months it takes to recruit health professionals. Rural facilities have a higher rate than urban facilities in every health profession other than "Dietitian" and "Social Worker."

Average Number of Months it Takes to Recruit Health Professionals		
	Urban	Rural
Occupational Therapist	3.00	2.13
Occupational Therapist Tech	.33	1.83
Physical Therapist	3.00	8.00
Physical Therapist Tech	2.75	6.14
Speech Therapist	.67	2.20
Dietitian	2.33	.75
Social Worker	4.33	2.00

Personnel Information Home and Hospice Facilities (continued)

The data below shows the total number of facilities (out of 24) that contract their health professional positions. The data shows that rural facilities contract these positions out much more often than the urban facilities.

Number of Facilities that Contract Their Health Professionals		
	Urban	Rural
Occupational Therapist	1	3
Occupational Therapist Tech	0	1
Physical Therapist	1	3
Physical Therapist Tech	0	3
Speech Therapist	1	3
Dietitian	1	2
Social Worker	0	1
None	0	2

The data below shows the average hours per week of services the facility requires of its health professionals to meet patient needs. Rural areas require a significant increase in service hours over urban facilities for Occupational Therapists, Occupational Therapist Techs, and Physical Therapist Techs. For the remaining three professions, the figures are comparable.

Average Hours Per Week of Services Required to Meet Patient Needs		
	Urban	Rural
Occupational Therapist	5.00	19.57
Occupational Therapist Tech	.00	21
Physical Therapist	40.50	39
Physical Therapist Tech	.00	28.75
Speech Therapist	9.00	5.4
Dietitian	.25	.4
Social Worker	15.50	18

Personnel Information Home and Hospice Facilities (continued)

In relation to the last set of data, this data shows the average hours per week of service that is *actually provided* by health professions. Again, rural facilities have an increase in service hours for Occupational Therapist, Occupational Therapist Tech, and Physical Therapist Tech. The rest of the figures are similar.

Average Hours Per Week of Service Provided		
	Urban	Rural
Occupational Therapist	.00	16
Occupational Therapist Tech	.00	21
Physical Therapist	40.50	50
Physical Therapist Tech	.00	20.14
Speech Therapist	9.00	5
Dietitian	2.75	.4
Social Worker	23.00	23

Conclusion

As data collection continues in 2015 and 2017 we should see a major shift in the facilities' hiring policies and preferences around the state. There will be more BSN-prepared nurses across the state in both rural and urban regions. This increase in supply will hopefully influence the increase in demand of BSN-prepared nurses in every type of facility. The data in this report will help guide the work of the Academic Progression in Nursing, and bring to light the need for nursing employers and nursing educators to continue to build upon their collaborative efforts.

As data collection moves forward, the methodology in collecting data will be reevaluated. To obtain a higher response rate, methods other than online and over-the-phone surveys are to be implemented. It would be advantageous to attend facilitated meetings where nursing employers from around the state are brought together. With this face-to-face opportunity, we will not only be able to collect survey responses on-site, but we will be able to strengthen our working relationships with nursing employers.

While this report serves as baseline data, the basic information included draws significant conclusions about the current needs of nursing employers in New Mexico. As the work of the Academic Progression in Nursing work presses on, we hope to see a transformation in the needs of these facilities. Continued analysis will be key in tracking any developments in hiring policies and procedures around the state.