



*...To Assure Access
To Quality
Health Care
For All
Tennesseans.*

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Tennessee Center for Nursing, Inc.

"Strengthening Health Care in Tennessee"



*Identifying Issues and Solutions
For A Sustainable
Nursing Workforce...*



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TCN Origin

Originally organized in 1996 as the Tennessee Health Care Consortium for Nursing (THCN), TCN is a result of the Colleagues in Caring grant: *Regional Collaboratives for Nursing Workforce Development*, an initiative funded by The Robert Wood Johnson Foundation. Funding for THCN was provided through a variety of sources including generous donations, a grant from BlueCross BlueShield Community Trust, and a contract with the Tennessee Board of Nursing.

In August 2000, THCN was organized as a 501(c)(3) non-profit corporation and in Spring 2001 THCN was transformed into the Tennessee Center for Nursing, Inc. (TCN). As a statewide organization, TCN is composed of nursing educators, health care providers, insurers, business representatives, policy makers, consumers, and representatives of professional nursing organizations. TCN has a documented history of data collection, analysis, dissemination, and has made recommendations to and worked collaboratively with state organizations to refine data collection instruments for licensed nurses and licensed healthcare facilities.

Goals

- ➔ Maintain an ongoing system to address nursing workforce issues related to Tennessee's future health care needs.
- ➔ Conduct and support research focused on nursing workforce development.
- ➔ Propose recommendations for nursing education and practice reform.
- ➔ Disseminate evidenced-based recommendations for nursing education and practice reform.
- ➔ Collaborate with other state departments in an effort to increase minority recruitment.



The Facts

Tennessee data and assumptions predict a significant shortage of RNs by the year 2020. The shortage is due to a combination of factors, including:

- ➔ Nursing schools turning away qualified applicants due to lack of faculty and other resources;
- ➔ The RN workforce is aging resulting in a larger percentage of RNs who are approaching retirement;
- ➔ A steady decline in relative RN earnings since 1991;
- ➔ Dissatisfaction among the nursing labor force with working conditions including workload and hours;
- ➔ An increased demand for nursing services; and
- ➔ A declining number of nursing school graduates.

Mission

TO GUIDE THE ONGOING DEVELOPMENT OF A DIVERSE AND QUALIFIED NURSING WORKFORCE TO MEET THE HEALTHCARE NEEDS OF TENNESSEANS THROUGH PROFESSIONAL ADVOCACY, INDUSTRY RESEARCH, RECRUITMENT EFFORTS, AND PUBLIC AWARENESS ACTIVITIES.

Making A Difference

TCN is meeting its mission by:

- Collaborating with TN Hospital Association, nursing educators, and health care administrators to identify strategies for increasing nursing education capacity by 2010;
- Fostering nursing leadership thru a Leadership Institute for Nursing Excellence;
- Working with schools of nursing to improve nursing education;
- Conducting studies on present and future nursing staffing needs;
- Identifying and securing funding to study nursing workforce issues;
- Development of the *TCN Explorer*, an interactive web-based application that will provide detailed analysis of Tennessee's nursing licensure files;
- Conducting research on best practices and innovations in nursing education; and
- Educating high schools students on nursing careers.

Additionally, TCN continues to function as the research arm of the Tennessee Board of Nursing by providing data to aid the board in decision making on topics related to nursing education and practice. Through research, TCN translates nursing statistics into planning principles for nursing education, nursing resources, and recruitment and retention recommendations.