

**REPORT OF THE**

# **Healthcare Workforce Task Force**

**TO THE GOVERNOR AND  
THE GENERAL ASSEMBLY OF VIRGINIA**



## **HOUSE DOCUMENT NO. 26**

**COMMONWEALTH OF VIRGINIA  
RICHMOND  
2007**



# COMMONWEALTH of VIRGINIA

Office of the Governor

P.O. Box 1475  
Richmond, Virginia 23218

June 1, 2007

The Honorable Governor Timothy M. Kaine  
1111 East Broad Street, 3<sup>rd</sup> Floor  
Richmond, VA 23219

The Honorable Vincent F. Callahan, Jr.  
P.O. Box 1173  
McLean, VA 22101

The Honorable John H. Chichester  
P.O. Box 904  
Fredericksburg, VA 22404

Dear Governor Kaine, Delegate Callahan, and Senator Chichester:

The Healthcare Workforce Taskforce (Task Force) is pleased to submit its report on the healthcare workforce competitive grant program scope, criteria, and structure. Ensuring an adequate supply of the healthcare workforce is a priority for the Commonwealth. As the population in Virginia continues to age, we will see additional demands being placed on the already fragile healthcare workforce. Statewide and regional studies have shown that we have and will continue to have significant supply gaps in almost all regions of the Commonwealth if we do not act now.

Numerous things have been enacted by the General Assembly to combat the shortages we are facing in the healthcare workforce. The 2006 General Assembly, through budget item #145, asked the State Council of Higher Education (SCHEV) to convene a Healthcare Workforce Task Force. The budget language asked SCHEV and the Task Force to develop and recommend criteria for awarding additional state funds via a competitive grant process to innovative regional public-private sector partnerships that seek to maximize the number of newly licensed nurses and increase the supply of graduate nursing faculty. Public-private partnerships are a good strategy for solving the forecasted healthcare workforce shortages in the Commonwealth.

The Task Force was co-chaired by the Secretaries of Education and Health and Human Resources and included two members of the Senate appointed by the President pro tempore and three members of the House of Delegates appointed by the Speaker of the House. In addition to these seven policy makers, the Task Force included six individuals appointed by the co-chairs with experience and knowledge of nursing and other allied health professional supply, training, and practice issues as follows: two higher education leaders, two business leaders and two hospital or health system executives.

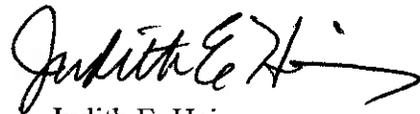
Budget item #145 also provided funding in the amount of \$750,000 for FY 2007 and FY 2008 to both Northern Virginia Community College and the University of Virginia. The report attached here provides detailed information on the program(s) these two recipients have put in place. In addition, there is information on how both Northern Virginia Community College and the University of Virginia will support public-private sector partnerships in order to maximize the number of newly licensed nurses and increase the supply of nursing faculty.

The Task Force has completed its work to date and has asked SCHEV to monitor both recipients of the funding. SCHEV will be receiving reports from both recipients July 1, 2007 and July 1, 2008. These reports will be shared with the Office of the Secretary of Health and Human Resources. If both grant recipients are able to make inroads on this issue, the Commonwealth should replicate their strategies across other areas of the Commonwealth.

Sincerely,



Marilyn B. Tavenner  
Secretary of Health and Human Resources



Judith E. Heiman  
Deputy Secretary of Education

*On behalf of:*

Dr. Thomas R. Morris  
Secretary of Education

## **TABLE OF CONTENTS**

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<b>STATEMENT OF THE PROBLEM .....</b>	<b>1</b>
<b>GENERAL ASSEMBLY EFFORTS.....</b>	<b>1</b>
<b>CRITERIA.....</b>	<b>2</b>
<b>DESCRIPTION OF GRANT PROJECTS.....</b>	<b>2</b>
NORTHERN VIRGINIA COMMUNITY COLLEGE AND NOVAHEALTHFORCE .....	2
UNIVERSITY OF VIRGINIA .....	4
<b>REPORTING REQUIREMENTS .....</b>	<b>4</b>
<b>CONCLUSION .....</b>	<b>5</b>

**STATEMENT OF THE PROBLEM**

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The shortage of registered nurses and other allied health professionals in Virginia is a critical workforce issue that the Commonwealth needs to continue to address and emphasize through policy, legislation, and budgetary decisions. As the segment of Virginia’s population above age 65 increases, so does the demand for qualified nurses. At the same time, factors both within and outside the healthcare profession have rendered increasing the supply of nurses and nursing faculty difficult. Combined, these conditions have left Virginia with a nursing shortage that is anticipated to escalate.

Statewide and regional studies have shown that the Commonwealth needs 1,614 additional registered nurses each year to meet the growing demands. If no action is taken, it is believed that by 2020 the Commonwealth will have a nursing shortage of approximately 23,000 registered nurses.

Nurses play a critical role within the healthcare community. Meeting the existing and future demands for nurses is vital to the stability of Virginia’s healthcare system. Key findings of SCHEV’s 2004 report, *Condition of Nursing and Nursing Education in the Commonwealth*, indicate that:

1. The demand for nursing services in the Commonwealth is growing. General population growth, an increase in Virginia’s aging population, and trends in healthcare services utilization are major causes for the increasing demand for qualified nurses.
2. The supply of RNs will become inadequate as demand continues to grow. Additional nurses are needed to meet this demand and to replace those nearing retirement.
3. Numerous nursing education programs are located in Virginia, but serious limits exist in the number of enrollees that can be accepted. Any expansion of nursing education programs is dependant on having an adequate number of and well-prepared nursing faculty.

**GENERAL ASSEMBLY EFFORTS**

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During the 2006 session, the General Assembly created the Healthcare Workforce Task Force (Task Force) to *develop and recommend criteria for awarding additional state funds, via a competitive grant process, to innovative regional public-private partnerships that seek to maximize the number of newly licensed nurses and increase the supply of graduate nursing faculty*. Chaired by the Secretaries of Education and Health and Human Resources, the Task Force includes two members of the Senate (appointed by the President pro tempore) and three members of the House of Delegates (appointed by the Speaker of the House). In addition, six individuals appointed by the co-chairs and representative of the nursing and other allied health professions, round out the Task Force. These six individuals will include two higher education leaders, two business leaders, and two hospital or health system executives. The membership of the Task Force is shown below in Table 1.

*Table 1: Healthcare Workforce Task Force Membership*

<b>Member</b>	<b>Affiliation</b>
The Honorable Brandon J. Bell, II	Senator – District 22
The Honorable Robert H. Brink	Delegate – District 48
Dr. Glenn DuBois	Chancellor, Virginia Community College System
The Honorable Phillip A. Hamilton	Delegate – District 93
The Honorable Janet D. Howell	Senator – District 32
Jeanette Lancaster, PhD, RN, FAAN	Sadie Heath Cabaniss Professor and Dean University of Virginia School of Nursing

Margaret Lewis	President, Capital Division Hospital Corporation of America
Chris A. Lumsden	CEO, Halifax Regional Health System
The Honorable Dr. Thomas R. Morris	Secretary of Education
The Honorable John M. O'Bannon, III	Delegate – District 73
Julien G. Patterson	CEO, Omniplex World Services Corporation
Sanjay Puri	CEO, Optimos Incorporated
The Honorable Marilyn B. Tavenner	Secretary of Health and Human Resources

The General Assembly requires that the *Council and Healthcare Workforce Task Force shall submit a report . . . to the Governor and the Chairmen of the House Appropriations and Senate Finance Committees by May 1, 2007.* The report submitted herewith, and addressed to the Governor and the Chairmen of the House Appropriations and Senate Finance Committees, fulfills this requirement.

General funds totaling \$1.5M for FY2007 and \$1.5M for FY2008 were appropriated for this effort in the following manner: Northern Virginia Community College and the University of Virginia were the recipients of these grant funds, each receiving \$750,000 in 2007, and \$750,000 in 2008.

**CRITERIA**

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The Criteria developed by the Task Force for reviewing potential grant applications includes:

- a. Partnerships between education institutions and healthcare employers;
- b. Efforts that document past, current, and new matching private funds;
- c. Innovative plans that expand the production of registered nurses; and
- d. Demonstrated accountability for using state funds and producing results.

The two recipients of these funds meet one or more of the General Assembly recommended criteria above. For example, both programs have collaborative private-public partnerships in place and both programs are geared towards increasing the production of nurses and nursing faculty. In addition, each institution is required to report annually how the General Assembly funds were used.

**DESCRIPTION OF GRANT PROJECTS**

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1. Northern Virginia Community College and NoVaHealthForce:

A steering committee of the NoVaHealthForce convened the regions' educators and healthcare providers who pledged to design a regional approach for addressing the healthcare worker shortage in Northern Virginia. The \$1.5M approved by the General Assembly will be used by this public-private partnership to maximize the number of newly licensed nurses and increase the supply of nursing faculty in Northern Virginia.

The state funds will be divided among five colleges and universities in the Northern Virginia region: George Mason University (GMU), Marymount University (MMU), Northern Virginia Community College, Old Dominion University (ODU, Northern Virginia Center), and Shenandoah University (SU). The funds will be distributed to these five colleges and universities as is shown in Tables 2 and 3 below. Both tables also include the matching healthcare provider contributions NoVaHealthForce was able to generate. The healthcare providers that contributed to this effort include Hospital Corporation of America (HCA), Inova Health System, Kaiser Mid-Atlantic, Potomac Hospital, Prince William Health System, and Virginia Hospital Center

*Table 2: Northern Virginia Community College & NoVaHealthForce Funding Distribution FY 2007*

<b>Educational Institution</b>	<b>State Funds</b>	<b>Healthcare Provider Contribution</b>	<b>Other Sources of funding</b>
NVCC	\$300,000	\$150,000	\$237,000 <sup>(1)</sup>
GMU	\$300,000	\$150,000	
SU	\$ 50,000	\$ 35,000	
ODU	\$ 50,000	\$ 35,000	
MMU	\$ 50,000	\$ 35,000	
Outreach		\$100,000	
<b>NoVaHealthFORCE operations</b>		\$ 95,000	
<b>Total</b>	<b>\$750,000</b>	<b>\$600,000</b>	<b>\$237,000</b>

<sup>(1)</sup> \$155,000 from Kaiser Mid-Atlantic to develop on-line nursing + \$82,000 NoVaHealthFORCE support staff

*Table 3: Northern Virginia Community College & NoVaHealthForce Funding Distribution FY 2008*

<b>Educational Institution</b>	<b>State Funds</b>	<b>Healthcare Provider Contribution</b>	<b>Other Sources of funding</b>
NVCC	\$300,000	\$150,000	\$169,000 <sup>(1)</sup>
GMU	\$300,000	\$150,000	
SU	\$ 50,000	\$ 35,000	
ODU	\$ 50,000	\$ 35,000	
MMU	\$ 50,000	\$ 35,000	
Outreach		\$100,000	
<b>NoVaHealthFORCE operations</b>		\$ 95,000	
<b>Total</b>	<b>\$750,000</b>	<b>\$600,000</b>	<b>\$237,000</b>

<sup>(1)</sup> \$82,000 NoVaHealthFORCE support staff+ \$87,000 carry over from previous year

Each of these institutions plans to use the funds in the following fashion:

George Mason University

- Hire three assistant professors to start in Fall 2007;
- Expand its MSN program to an additional 12-20 master’s prepared nurses by Spring 2009; and
- Aim to increase its total master’s graduates to about 110 per year (30%) increase over 2006 graduates (84). Graduation year will vary depending on whether student is part-time or full-time.

Marymount University

- Hire one term faculty member for two years adding at least 10 additional second degree students; and
- Any remaining funds will be used for tuition assistance for these additional students.

Northern Virginia Community College

- Will increase and retain the number of nursing students to work toward achieving the goal of 255 Associate Degree nursing graduates by 2009. To accomplish this goal, NVCC will:
  - ◆ Admit 208 new students to Medical Education Campus in Fall 2007;
  - ◆ Admit 39 students to newly created Arlington Center; and
  - ◆ Admit 30 students to new online program, January 2008

Old Dominion University (Northern Virginia Center)

- ODU will expand its Distance Learning Program and potentially graduate 25 BSN's annually.

#### Shenandoah University

- Will expand its "second degree program" at the Leesburg Campus and potentially enroll 40 students beginning in Fall 2007.

## 2. University of Virginia

The University of Virginia will use its funds to fund **the Virginia Doctoral Nursing Student Loan Assistance Repayment Program.**

This effort represents a partnership of the public and private nursing doctoral granting schools in the Commonwealth: George Mason University, Hampton University, the University of Virginia, and Virginia Commonwealth University. The State Council of Higher Education is responsible for the coordination of the application process up to the award phase. Subsequent coordination and communication with award recipients, tracking of their repayment service, and/or collection of loan for those who choose not to take teaching positions in Virginia rests with each institution.

This fund provides loans to full-time graduate nursing students who are accepted to or enrolled in any of the above-mentioned doctoral nursing programs, not just the University of Virginia. The purpose of this program is to increase the number of future nursing faculty by providing financial support to them. Additionally, this program will assist Virginia nursing schools in recruiting and retaining new nursing faculty to produce the additional RN graduates required in Virginia.

Up to \$25,000 per year, for up to two years, will be awarded while the doctoral student is completing course work. Each of the participating schools will support tuition and fees for students chosen for this program. Students who are completing dissertation or other capstone research are not eligible for loans. For each year of loan support, recipients must teach for two years at a Virginia nursing school, public or private, that prepares RNs. Recipients, who do not take teaching positions at Virginia nursing programs, will be required to pay back the loan and an interest penalty of 9% of the loan. Repayment must be paid in full within two years of degree completion.

## **REPORTING REQUIREMENTS**

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Reporting requirements for the *state funds* provided to each of the grant recipients will include a yearly report due to SCHEV on July 1, 2007 and July 1, 2008. SCHEV will forward these report to the OSHHR by July 15 of each year. Reporting requirements include the following:

### Section I:

Introduction:

- Background
- Scope of Work
- Identify the collaborating institutions (include contact information)
- How much of the State funds did each educational institution receive?

### Section II:

- For what purposes have the funds been used?
- Where there any matching funds? Please describe.

### Section III:

- Projections for the use of available funds

- B. Is there a plan for sustainability; please describe.
- C. Measures of success.
- D. Plans for paybacks, if necessary

Section IV:

- A. Financial report for the State funds received.

Section V:

- A. Data report for each school informing number of applications, number of awards per program, demographic data on applicants and recipients, etc.

**CONCLUSION**

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Funds have been dispersed to both recipients for 2006. NoVaHealthForce is in the process working with the five universities/colleges to use their funding to recruit faculty and increase nursing school capacity. The five participating institutions are at various stages in this process.

The University of Virginia is currently in the process of selecting its doctoral loan repayment recipients for the next school year. Awards for Fall 2007 will be announced around the third week in May.