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**Paperwork, not Patient Care**

A recent study by PriceWaterhouseCoopers conducted for the AHA found that for various stages of care during an average patient's hospitalization, paperwork adds at least 30 minutes to every hour of patient care provided, and in some cases adds an hour of paperwork to every hour of patient care.

"When less time can be devoted to paperwork, and caring, experienced professionals can do what they do best--care for patients--recruiting and retaining health professionals will be easier," Peters concluded.

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**For more information on specific hospitals contact:**

Saint Joseph's Hospital, Marshfield--Tim Huffcutt, 715/387-7314 or John Botticelli, 715/387-7045

Sacred Heart-Saint Mary's Hospitals, Rhinelander-Tomahawk--Yvonne Fish, 715/369-6401

Saint Michael's Hospital, Stevens Point--Shannon Semmerling, 715/346-5274

Howard Young Medical Center, Woodruff and Eagle River Memorial Hospital--  
Laurie Oungst, 715/356-8560

Flambeau Hospital, Park Falls--Kathy Klein, 715/762-7575

Door County Memorial Hospital, Sturgeon Bay--Steve Quade, 920/746-3546

Langlade Memorial Hospital--Cindy Verhasselt, 715/623-9355 or Janelle Markgraf, 715/623-9209

Memorial Medical Center, Neillsville--Roberta Winter, 715/743-3101

Good Samaritan Health Center, Merrill--Kim Nickel, 715/539-2129

Memorial Health Center, Medford--Angela Dutzle, 715/748-8166

Wausau Hospital--Diane Postler-Slatery, 715/847-2988 or Pamela Maas, 715/847-2260

Health Care Workforce Coalition

Jan Black  
Director, Education  
Luther Hospital  
1221 Whipple St.  
P.O. Box 5  
Eau Claire, WI 54702-4105  
Tel: 715/839-3311  
Fax: 715/838-3289  
black.jan@mayo.edu

Sue Blahnik  
Health Occupation Teacher  
Sun Prairie High School  
220 Kroncke Drive  
Sun Prairie, WI 53590

Denise Carty  
Minority Health  
Division of Public Health  
P.O. Box 2659  
Madison, WI 53701  
Tel: 608/267-2173

Larry Clifford, Director  
Rural Wisconsin Health Cooperative  
880 Independent Lane  
PO Box 490  
Sauk City, WI 53583  
Tel: 608/643-2343  
Fax: 608/643-4936  
lclifford@rwhc.com

Connie Colussey/Bryan Albrecht  
DPI  
125 South Webster Street  
Madison, WI 53703  
Tel: 608/267-3163

Cathy Crary  
Youth Apprenticeship Consultant  
Governor's Work-Based Learning Board  
201 E. Washington Ave., Room 244  
Madison, WI 53704  
Tel: 608/267-7944  
Fax: 608/261-4862  
craryc@dwd.state.wi.us

Todd Crouch  
Constituent Liaison  
Office of Cong. Tammy Baldwin  
10 E. Doty St., Suite 405  
Madison, WI 53703  
Tel: 608/258-9800  
Fax: 608/258-9808  
todd.crouch@mail.house.gov.

Julie Daggett  
Government Relations  
Lutheran Social Services  
450 Woodside Terrace  
Madison, WI 53711  
Tel: 608/444-3074  
jdaggett@lsswis.org

Joel Davidson  
Executive Director  
SW Wisconsin Area Health Education Center  
1300 University Ave., Room 214  
Bradley Building  
Madison, WI 53706  
Tel: 608/265-0637  
Fax: 608/265-0639  
cardioma@itis.com

Gina Dennik-Champion  
Executive Director  
Wisconsin Nurses Association  
6117 Monona Dr.  
Madison, WI 53716  
Tel: 608/221-0383  
Fax: 608/221-2788  
ginawna@execpc.com

Cheryl Detrick, Manager  
Government Affairs & Comm. Health Programs  
Green Bay Area Chamber of Commerce  
400 South Washington Street  
PO Box 1660  
Green Bay, WI 54305-1660  
Tel: 920/437-8704  
Fax: 920/437-1024  
Email: cdetrick@titletown.org

Health Care Workforce Coalition

Anne Dopp, MSN, PNP  
Chief Clinical Officer Primary Care  
Wisconsin Division of Public Health  
1 W. Wilson St.  
Madison, WI 53701-0309  
Tel: 608/267-4882  
Fax: 608/267-2832  
DOPPAW@dhfs.state.wi.us

Barbara Duerst  
Wisconsin Office of Rural Health  
1300 University Ave.  
110 Bradley Bldg.  
Madison, WI 53706  
Tel:  
Fax:  
e-mail:

Yvonne Eide  
Department of Health  
Southern Region  
3518 Memorial Drive, Bldg. #4  
Madison, WI 53704  
Tel: 608/243-2356  
Fax: 608/243-2365  
eideys@dhfs.state.wi.us

Melanie Foxcroft  
Policy Analyst  
Bureau of Aging & Long  
Term Care Resources  
1 West Wilson Street, RM. 450  
PO Box 7851  
Madison, WI 53707-7851  
Tel: 608-267-9098  
Fax: 608-267-3203  
foxcrma@dhfs.state.wi.us

Jill Gover  
Aurora Health Care  
3307 W. Forest Home Ave.  
Milwaukee, WI 53234  
Tel: 414/389-2617  
Fax: 414/671-8111  
jill\_gover@aurora.org

Vickie Gukenberger  
Dean, Health Careers  
Mid-State Technical College  
500 32<sup>nd</sup> Street, North  
Wisconsin Rapids, WI 54494  
vguken@midstate.tec.wi.us

Janie Hatton, Principal  
Casmir Pulaski High School  
2500 W. Oklahoma Avenue  
Milwaukee, WI 53204-1596

Tim Henderson  
Program Manager  
National Conference of State Legislatures  
444 N. Capitol St. NW, #515  
Washington, D.C. 20001  
Tel: 202-624-3573  
Fax: 202-737-1069  
tim.henderson@ncsl.org

Wendy Hinz  
Middleton High School  
7400 North Ave.  
Middleton, WI 53562  
Tel: 608/828-1520  
voicemail: 1650  
Fax: 608/831-1995  
wendyh@mc.pasd.k12.wi.us

Susan Kleppin  
Pharmacy Society of Wisconsin  
701 Heartland Trail  
Madison, WI 53717  
Tel: 608/827-9200  
Fax:  
skleppin@pswi.org

Michael Lawton, President  
WI Clinical Lab Managers Assoc.  
Langlade Memorial Hospital  
112 East 5<sup>th</sup> Avenue  
Antigo, WI 54409  
Tel: 715/623-2331  
Fax: 715/623-9440  
Email: mlawton@langmemhosp.org

Health Care Workforce Coalition

Cherie Leachman  
Prairie du Chien Memorial Hospital  
705 Taylor St.  
Prairie du Chien, WI 53821  
Tel: 608/326-5523  
Fax: 608/357-2100  
e-mail: Leachman@means.net.com

Sandra Lonergan  
c/o Rep. Gregg Underheim  
P.O. Box 8953  
Madison, WI 53708  
Tel: 608/266-2254  
Fax: 608/282-3654  
Sandra.Lonergan@legis.state.wi.us

Janice Mashak  
WI Assoc. of Homes & Svcs. for the Aging  
204 S. Hamilton  
Madison, WI 53703  
Tel: 608-255-7060  
jmashak@wahsa.org

Suzanne Matthew, Ph.D., Director  
Northern Wisconsin AHEC, Inc.  
719 N. Third Avenue  
Wausau, WI 54401  
Tel: 715/675-7899  
Fax: 715/675-3441  
smatthew@dwave.net

Thomas Moore, Executive Director  
Wisconsin Health Care Association  
121 S. Pinckney St., Suite 500  
Madison, WI 53703  
Tel: 608/257-0125  
Fax: 608/257-0025  
tomm@whca.com

Jim Murphy  
Wisconsin Assisted Living Assoc.  
2875 Fish Hatchery Road  
Madison, WI 53715  
Tel: 608/288-0246  
Fax: 608/288-0734  
wala@execpc.com

Virginia Narlock, Ph.D.  
Administrative Program Director-Education  
Department Lab Medicine  
Marshfield Clinic  
1000 N. Oak Ave.  
Marshfield, WI 54449  
Tel: 715/387-5511  
Fax: 715/387-7121  
narlockv@mfldclin.edu

Phil Neuenfeldt  
AFL-CIO  
6333 W. Bluemound  
Milwaukee, WI 53213  
Tel: 414/771-0700  
Fax: 414/771-1715  
pneufeldt@execpc.com

Teri Pedersen  
Lutheran Social Services  
PO Box 1715  
Appleton, WI 54912-1715

Diane Peters, Director of Clinical Services  
Wisconsin Health and Hospital Association  
5721 Odana Road  
Madison, WI 53719  
Tel: 608/274-1820  
Fax: 608/274-8554  
dpeters@wha.org

Carol Pinkston, Ph.D.  
Northern Community Liaison for WI TREC  
Health Careers Consortium  
1004 E. Street  
Marathon, WI 54448-9348  
Tel: 715/443-3436  
Fax: 715/482-1256  
writenow@dwave.net

Health Care Workforce Coalition

Barbara Prindiville, Ph.D.  
Health Occupations Education Consultant  
Wisconsin Technical College System  
P.O. Box 7874  
Madison, WI 53707-7874  
Tel: 608/266-5311  
Fax: 608/266-1690  
prindib@board.tec.wi.us

Laurie Raddatz  
Coordinator of Health Occupations  
WWTC  
304 6<sup>th</sup> Street North  
PO Box C-0908  
LaCrosse, WI 54602-0908  
Tel: 608-785-9200  
Fax: 608-785-9194  
RaddatzL@western.tec.wi.us

Lori Remmel, MS, MT  
President, WI Society for Clinical Lab Science  
Quad/Med-Account Executive  
555 S. 108<sup>th</sup> Street  
West Allis, WI 53214-1145  
Tel: 1-888-700-7633  
Tel: 414/566-3086  
Fax: 414/266-8395  
Email: qmlremme@qgraph.com

Jason Rostan  
c/o Rep. Jean Hundertmark  
PO Box 8952  
Madison, WI 53708-8952  
Tel: 608/266-3794  
Jason.Rostan@legis.state.wi.us

Kathleen Roth, D.D.S.  
Wisconsin Dental Association, Inc.  
1713 Vogt Drive  
West Bend, WI 53095  
Tel: 262-334-3070  
Fax: 262-334-1230  
kroth@execpc.com

John Sauer, Executive Director  
WI Assoc. of Homes & Svcs. for the Aging  
204 S. Hamilton  
Madison, WI 53703  
Tel: 608/255-7060  
Fax: 608/255-7064  
jsauer@wahsa.org

Betty J. Speed  
Program Officer  
M.O.R.E. Project  
2745 N. Dr. Martin Luther King Jr. Dr.  
Suite 203  
Milwaukee, WI 53212  
Tel: 414-264-5000  
Fax: 414-265-7256  
bettys@mlkcdc.com

Nancy Sugden  
Assistant Dean of Academic Affairs  
Director, AHEC System Program Office  
University of Wisconsin-Madison  
1300 University Ave./203 Bradley  
Madison, WI 53706  
Tel: 608/263-4927 or 263-1712  
Fax: 608/263-4928  
nasugden@facstaff.wisc.edu

Larry Studesville  
Executive Assistant  
Dept. of Workforce Development  
201 E. Washington Avenue  
PO Box 7946  
Madison, WI 53707-7946  
Tel: 608/261-9458  
Fax: 608/266-1784  
studela@dwd.state.wi.us

Bobbe Teigen, CEO  
Sauk Prairie Memorial Hospital  
80 1<sup>st</sup> Street  
Prairie du Sac, WI 53578  
Tel: 608/643-7166  
Fax: 608/643-7680  
bteigen@spmh.org

Health Care Workforce Coalition

Norma Tirado-Kellenberger  
VP of WSHHRA Employee Services  
Agnesian HealthCare  
430 E. Division Street  
Fond du Lac, WI 54935  
Tel: 920/929-2300  
Fax: 920/926-4866  
Email:

Dawn Vick  
Outreach Specialist  
Federal-State Affairs  
Dept. of Administration-4<sup>th</sup> Floor  
PO Box 8944  
Madison, WI 53708-8944  
Tel: 608/266-7043  
Fax: 608/267-6917  
dawn.vick@doa.state.wi.us

Sue Worth, RN, MSN, MSED  
Nursing Assist. Program Coordinator  
Madison Area Technical College  
211 North Carroll Street  
Madison, WI 53703-2285  
Tel: 608/258-2479  
Fax: 608/258-2415  
sworth@madison.tec.wi.us

Gerri Staffileno, President-Elect  
W-ONE Board Member  
Director, Patient Services  
Columbia-St. Mary's  
2350 N. Lake Drive  
Milwaukee, WI 53211  
Tel: 414/963-0300 (H)  
414/298-6748  
Fax: 414/298-6712  
gstaffil@columbia-stmarys.org

Donna Warzynski – President  
WNA  
Director, Chronic Care & Oncology Services  
St. Michael's Hospital  
900 Illinois Avenue  
Stevens Point, WI 54481  
Tel: 715/346-5534 (W)  
715/345-297 (H)  
Fax: 715/346-5298  
warzynsd@smhosp.org  
warzdm@g2a.net

Betsy Seglem  
Education Coordinator  
NAHEC  
719 N. 3<sup>rd</sup> Ave.  
Wausau, WI 54401  
Tel: 715/675-7899  
Fax: 715/675-3441  
bseglem@dwave.net

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La Crosse Tribune  
September 5, 2001

# Hospital campaign targeting younger workers

By **TERRY RINDFLEISCH**  
Of the Tribune staff

Wisconsin hospitals began a media campaign Tuesday across the state to attract young people to health occupations to help offset projected severe job shortages soon.

The effort is being sponsored by the Wisconsin Health and Hospital Association and 52 hospitals, including Gundersen Lutheran Medical Center in La Crosse, Vernon Memorial Hospital in Viroqua, Black River Memorial in Black River Falls and St. Joseph's in Hillsboro.

Shortages in nurses, licensed practical nurses and nursing assistants are just beginning in Wisconsin and will increase significantly in the next three to five years with retirements, said Diane Peters, vice president of workforce development for the Wisconsin Health and Hospital Association.

"The state is entering a period when more workers will leave the workforce than enter it," Peters said in a press conference at the Health Science Center in La Crosse. "With the average age of a registered nurse at 47, we must start recruiting and training people now to replace them as they retire."

Nationwide, the nursing shortage rate at hospitals is approaching 20 percent, but the rate is 6.1 percent in Wisconsin and 4.4 percent in western Wisconsin, she said.

Peters said that rate will jump quickly with an aging workforce, and a greater demand will be placed on the health care system to care for an aging population. In the next seven to 10 years, there will be more 65-year-olds than 18-year-olds in Wisconsin, she said.

She said the national unemployment rate for nurses and radiologic technologists is only 1 percent.

"We can't solve the problem by stealing employees from other hospitals," Peters said. "The answer is in recruitment, retention and in identifying creative strategies to deliver quality care using new methodologies and technologies."

Those health care shortages could result in emergency room crowding, reductions in bed availability, increased surgery waiting time, cancellations of elective surgeries, reductions in services and closed hospital programs units, Peters said.

Ellen Holt, director of human resources at Gundersen Lutheran, said the registered nurse vacancy rate at Gundersen Lutheran is 6 percent. "We're watching it really closely," Holt said.

Gundersen Lutheran also needs more dietary aides, nursing assistants, pharmacists and licensed practical nurses, she said.

Holly Fredrickson, director of human resources at Black River Memorial Hospital, said the Black River Falls hospital has a nursing vacancy rate of 15 percent, but that means four full-time equivalent positions being filled by part-time nurses.

"We can go from 0 percent to 15 percent very quickly," Fredrickson said.

## Health-Worker Shortages

While layoffs proliferate in many industries, state hospital associations are rolling out aggressive recruiting strategies to ease a shortage of health-care workers. The Wisconsin Health & Hospital Association launched a three-month, \$200,000 television advertising campaign last month. The statewide ads will appear on shows with youthful audiences such as "Dawson's Creek," as well as hospital drama "ER." The association hopes to encourage more Wisconsin teenagers to consider careers in fields including nursing, pharmacy and radiology.

The Arizona Hospital & Healthcare Association, at the urging of hospitals in that state, is promoting a Web site (Azhealthjobs.com) seeking nursing-school graduates from colder mid-Atlantic and Midwestern states.

The approach drew interest from health officials in other states, so Becky Kahn, the association's executive vice

president, decided to help these states create their own health-care job sites—for an installation charge of \$2,500 to \$12,500 and a yearly fee of up to \$3,000.

South Carolina has verbally committed to purchase a Web site, joining Florida and Oregon. Meanwhile, Washington has created its own recruiting Web site.

—Russell Gold

## Officials look to cure nursing shortage

By **Nick Sargent**  
Leader-Telegram staff

An ailment facing the Chippewa Valley health care community is easy to diagnose: a nurse shortage.

Industry officials warn no cure has been found and the problem may soon reach epidemic proportions.

The shortage of nurses is particularly bad in rural areas where aging nurses are retiring at an increasing rate while young nurses are taking jobs in bigger cities.

That is the message west-central Wisconsin health care professionals sent to the state Assembly Committee on Health and Committee on Public Health.

The committees were at the Marshfield Clinic-Marshfield Center and talked to members of

northern Wisconsin's health care community via videoconference Tuesday.

Local professionals speaking from the clinic's Eau Claire center asked the state for help.

"Whenever there is a nursing shortage it affects all of us," said Rita Kisting Sparks, an administrator at UW-Eau Claire's School of Nursing.

Sparks said it is distressing for the family of a person who goes to a health care provider and is turned away because there are not enough nurses.

The Legislature should provide more loans and grants for students in the nursing field, said Pete Eide, administrator of Marinuka Manor in Galesville.

Sparks and Margaret Dickens of Chippewa Valley Technical College said they are anxious to help get more qualified nurses

into the job market. But they are asking the state to help so they can get students on waiting lists through their respective programs.

CVTC plans to double the size of its nursing program by updating facilities and hiring more faculty. Dickens hopes that the state will keep its promise to address the nursing shortage in the next biennium budget.

About 60 percent of students who graduate from the college stay in the area after graduation, Dickens said, which will translate to more nurses staying in the Chippewa Valley.

UW-Eau Claire would like to increase its Internet course load for nursing, allowing registered nurses to pursue a bachelor's degree or master's degree while only attending one class at the university.

Leader Telegram (Eau Claire)

October 10, 2001

# Worker shortage gets critical

By **JOE MANNING**  
of the Journal Sentinel staff

Milwaukee Journal Sentinel  
September 6, 2001

Facing a staggering shortage of workers, hospitals throughout Wisconsin are launching a three-month television advertising campaign aimed at recruiting high school students and young adults to work in health care.

While the \$200,000 total being spent by 52 hospitals across the state is relatively small in a world where a single company can spend millions on advertising, it underscores just how severe the shortage of health care workers is becoming in the state.

The shortage has the potential to affect a massive portion of the population: anyone who requires hospital treatment. Hospital officials are already talking about potentially devastating consequences caused by a lack of health care workers.

Those consequences include treatment delays, a lack of proper care, medical mistakes and lengthier hospital stays.

And those consequences would likely result in higher health care costs at a time when such costs are seemingly soaring out of control.

The ad campaign is meant to keep the shortage from becoming any worse, said Diane Peters, vice president of work force development for the Wisconsin Health and Hospital Association, which is leading the program.

The spots will air statewide beginning this week.

### Nurses needed

Among the health care professions where a shortage exists and is likely to become worse is nursing.

Six percent of Wisconsin's nursing positions are vacant compared with a 20% vacancy rate nationwide, Peters said.

In Wisconsin, the number of nurses has grown 10.6% over the last five years, to 58,658, but that hasn't kept pace with demand, said Madeline Wake, dean of Marquette University's nursing school.

Fueling the demand is an aging population suffering from more chronic illnesses, Wake said.

"Right now there is a serious problem, but nothing like what it is going to be in a few years," Wake said. "Fifty percent of the current nursing work force will reach retirement age in the next 15 years."

Vacancies also exist in other health professions in Wisconsin, including: radiology technicians, 6%; nursing assistants, 13.9%; pharmacists, 5%; licensed practical nurses, 9.2%; dietitians, 9.7%; and surgical technicians, 6%.

"As Wisconsin's population ages, the challenge of finding and retaining health care workers will become increasingly difficult," Peters said.

In addition to the television spots, the recruiting program sent videos on health care careers to all high school counselors in the state. A health care professions Web site has been set up, and hospitals are developing programs in which high school students can enter mentoring programs. Hospitals are also sending teams into high

schools to promote health care as a career, Peters said.

### Recruiting struggles

Attracting young people to careers in health care — especially nursing — might be a tough sell, says Kelly McAllister, a recent graduate of the University of Wisconsin-Milwaukee nursing school.

"I chose nursing because my mom is a nurse," she said. "It's a rewarding career that is underappreciated."

"I will have to work holidays and weekends and nights, and you'll have a great deal of responsibility," she added.

While pay is often mentioned as one of the issues that keeps people out of nursing, "We hope they look at mending the working conditions in hospitals, because working conditions are the leading cause of nurses leaving the profession," said Stephanie Bloomingdale, a staff representative with the Federation of Nurses and Health Professionals union in Milwaukee.

Some see the health care shortages as an opportunity for a positive career move.

Dan Olson, 36, a radiologic technology student at Froedtert Memorial Lutheran Hospital in Wauwatosa, used to be a safety consultant for an insurance company.

"I like science, and it's a good fit for me," he said of his new career. "There are a lot of opportunities in health care out there, and it's an exciting field."

Melinda Desjarlais and Robyn LeFlore, both 28 and second-year nursing students at Milwaukee Area Technical College, feel they are making the right decision by choosing a career in nursing.

"I want to be able to help people," said Desjarlais, who wants to be a labor and delivery nurse.

The students are receiving clinical training by working at St. Mary's Hospital.

"There is a shortage, and it is a rewarding career," LeFlore said. "You can help people. Not just the patients, but the family and loved ones as well. I'm in it because I want to make a positive impact on the quality of life in the sick population."

# Local hospital joins strong employee recruitment drive

Antigo Daily Journal  
September 6, 2001

Langlade Memorial Hospital is taking steps to avoid staff shortages crimping the abilities of other health care facilities to serve patients.

On Wednesday, local hospital officials joined others from the region in announcing a new recruitment drive aimed at attracting high school students and

young adults to health occupations. The initiative, announced at a press conference in Wausau, is aimed at heading off anticipated shortages in the future.

"We are very fortunate here that we are not experiencing the shortages other hospitals in the region are facing," Janelle Markgraf, director of human resources

for Langlade Memorial Hospital, said. "Some hospitals have had to close surgical units and cancel surgeries. We have had to do none of that."

Wausau Hospital is experiencing a 9 percent vacancy rate among its registered nurses and an overall vacancy rate of 8.1 percent. Good Samaritan Health

Center in Merrill has a 5 percent vacancy rate for full time RNs, 10 percent for radiology technicians and 10 percent for laboratory technicians.

Statewide, the Wisconsin Health and Hospital Association reports vacancy rates of 13.9 percent for certified nursing assis-

tants, 6.1 percent for registered nurses, 6 percent for radiology and surgical technicians, and 1.9 percent for lab techs.

"We only have one RN opening right now and two openings for nurse managers in our nurse leadership program, Markgraf said. "We have a stable, competent and dedicated workforce."

Northcentral Wisconsin is dodging the severity of the shortage felt elsewhere in the state due in part to the health care programs available through Northcentral Technical College. Students can take many basic courses at their home campuses, such as in Antigo, and then complete degree requirements at the main center in Wausau.

"It's a wonderful feeder for us," Markgraf said.

But she stressed steps must be taken now to ensure that pleasant trend continues because changes are on the horizon. The hospital is in the midst of a major expansion and renovation project that will add 75 to 100 persons to its 450-member staff. In addition, recent trends indicate that younger people are not entering the health care field in sufficient numbers to replace older workers nearing retirement.

"Previously we had cyclical shortages in the health care field, but now it's just a matter of sheer numbers," Markgraf said. "The number of people entering the work force is down and is not keeping up with those retirements."

"It is critical we get our young people attracted to health care careers," she added. "We are fortunate now, but we can't sit back without doing some pro-active and creative measures to recruit people."

Toward that goal, the hospital has joined with local school districts to offer an apprenticeship program where youth learn firsthand the rewards of working in health care; a "scrub club" that allows high school students to shadow professionals on the job; and a work co-op program where teens do clerical work at the hospital a portion of the day while attending high school classes.

The hospital takes an active role in school career fairs and health care workers also regularly visit schools to discuss careers.

Retaining the employees already on staff is another goal, she said. The hospital is encouraging retention through offering a child care center, which is very popular with workers, and tuition reimbursement.

"That can pay for a good share of schooling," Markgraf said, noting that the hospital has employees on staff who started out as housekeepers and are now registered nurses, with their education largely financed through the facility.

Recognizing the stresses caused by the 24-hour, 7-day a week schedule necessary among hospital employees, Langlade Memorial also offers incentive pay and compensation and flexible scheduling, she said.

Nationwide, hospitals are reporting nurse vacancies rates approaching 20 percent and are beginning to experience increased difficulty in recruitment and retention, emergency room crowding, reductions in bed availability, increases in surgery waiting time, cancellations of elective surgeries, emergency room diversions and reductions in special services due to unfilled staff positions.

"Staff vacancies create stress for our community hospitals," Diane Peters, vice president of workforce development at the Wisconsin Health and Hospital Association, said. "Vacancies also increase expenses as hospitals are forced to use expensive options, such as temporary staffing agencies to fill openings. This ultimately leads to increases in health care costs within our communities."

Langlade Memorial Hospital currently operates with a 450-person staff. It includes 60 registered nurses, 55 certified nursing assistants and home health aides, three pharmacists and 18 radiology technicians.

## Hospitals join forces to recruit workers

Wausau Daily Herald  
September 6, 2001

By David Paulsen  
Wausau Daily Herald  
dpaulsen@wdhprint.com

Central Wisconsin hospitals say they are putting aside their competitive differences to solve staff shortages in the area — a trend that's on the rise all over the country.

The Wisconsin Health and Hospital Association and its 52 member hospitals kicked off a campaign Wednesday in Wausau to recruit new health care workers through financial incentives, advertisements and a greater presence at high schools and colleges.

Nurses, pharmacists, laboratory technicians and other staff members have worked overtime hours so that the shortages do not hurt the quality of patient care, said WHHA chairwoman Theresa Richards.

But with an increasing elderly population in north central Wisconsin and a large number of medical professionals reaching retirement age in the next 10 years, area hospitals need to step up recruitments today, Richards said.

"This is sort of an investment in our future," she said.

Richards, who also is executive vice president of St. Joseph's Hospital in Marshfield, was one of more than a dozen representatives from seven central Wisconsin hospitals who attended a press conference at

Community Health Care Wausau Hospital to announce the campaign.

"We've got hospitals that are typically competitive and (today) we're all in the same room dealing with a problem that is of great concern," said Diane Postler-Slaterny, chief patient care executive at Wausau Hospital.

The WHA and local hospitals hope to sweeten the pot for potential recruits by increasing benefits, offering tuition reimbursements and scholarships, and targeting youths through apprenticeship, volunteer and job-shadow programs.

St. Michael's Hospital in Stevens Point plans to tap into the student base at the University of Wisconsin-Stevens Point and technical colleges in the area, said Susan Shulfer, director of human resources at St. Michael's.

"We are looking to increase the number of clinical rotations and internships," Shulfer said.

She said that providing clinical instruction at colleges is another way hospital staff members can interest students in the industry.

In one instance, a nurse from Rice Medical Center in Stevens Point taught a class on health careers at Mid-State Technical College, and several of her students are considering entering the profession, Shulfer said.

# Issue Brief

## Will Wisconsin Have a Nursing Workforce to Meet Future Health Care Needs?



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Patricia Lasky Ph.D. R.N.,  
Associate Dean, University of  
Wisconsin School of Nursing

Madeline Wake, Ph.D.,  
R.N., FAAN, Dean, Marquette  
School of Nursing

Catherine Frey MPH, MPA

David A. Kindig, MD, PhD  
Director  
Wisconsin Network for  
Health Policy Research  
760 WARF, 610 Walnut St.  
Madison, Wisconsin 53705

PHONE 608-263-6294  
FAX 608-262-6404  
www.medsch.wisc.edu/  
prevmed/network

A national study, published in the *Journal of the American Medical Association* in June 2000 by Peter Buerhaus Ph.D., R.N., found a dramatic aging of the registered nurse population along with a lack of nursing students in the pipeline to replace retiring nurses. The study attributes the aging work force to recent expansion of career opportunities for women and the growth of 2-year associate's degree nursing programs, which typically attract older students. The study also predicts that over the next decade, aging of RNs will persist and that by 2020 there will be a 20% shortage in the number of projected RNs required. The Buerhaus study suggests that the aging of the RN workforce will result in the need for fundamental restructuring changes for employers, especially hospitals who employ nearly 60 percent of all working RNs nationally.

The findings of the Buerhaus study, and more recently the 2000 National Sample Survey of Registered Nurses, suggest that the current nursing shortage, unlike past shortages, is more complex due to multiple demographic and social changes in society. The demand for skilled nursing services has changed significantly over the past decade. Technology, escalating levels of acuity and chronic disease, both in hospital and the community practice settings, are some of the factors influencing demand. An equally powerful demographic force is the increasing ethnic diversity of the population - but perhaps the single most important factor is an aging population. This Issue Brief will discuss Wisconsin's nursing workforce trends and solutions to address nursing shortages over the next decade.

### Nursing Workforce Trends

Preliminary findings from the Health Resources and Services Administration's (HRSA) *2000 National Sample Survey of Registered Nurses* released in March 2001,

found that the rate of individuals in Wisconsin entering the profession between 1996 and 2000 has not slowed as it has nationally. Wisconsin had 5,618 more registered nurses in 2000 than in 1996, or an increase of 10.6%, compared to 5.4% nationally. The HRSA Survey also tracks the number of RNs per 100,000 population as a measure of workforce adequacy. Across the US, there is a large variation in the number of employed RN's per 100,000 population. The figures range from 520 in Nevada to 1675 in D.C. Wisconsin, at 893, is similar to other states in the East North Central Region of the US, but higher than the national average of 782.

However, compared to the nation, the increase in Wisconsin RN's has not translated into more employed Wisconsin nurses, since many are choosing not to be employed in nursing jobs. The state has seen major shifts in area of employment as more nurses are also choosing work outside of traditional nursing roles. These changes are likely to increase the employment stresses on nurses who do continue to work in traditional nursing settings, such as hospitals. According to the HRSA survey, the percent change in Wisconsin RNs not employed in nursing over the past four years increased by 37%. This compares to an 11.7% change in the US and a 15% change in the East North Central Region. See Table 1.

### Employment

Over the past decade, economic pressures within health care settings have led to efforts that have reduced hospital length of stays, resulting in a higher level of patient illness and more activity in hospital and home care settings. The change in the work environment has led to more stress and consequently less satisfaction on the part of staff nurses. The high-pressure environment along with declining resources has made the overall work environment less attractive, particularly for older nurses.

**Table 1. Registered Nurse Population from 1996 to 2000**

Nursing Population	1996	2000	Percent Change
# RN's in United States	2,558,874	2,696,540	5.4%
# RN's in Wisconsin	53,040	58,658	10.6%
Employed RN's per 100,000 pop (US)	798	782	-2%
Employed RN's per 100,000 pop (WI)	876	893	2%
# RN's Employed in Nursing (US)	2,115,815	2,201,813	4.1%
# RN's Employed in Nursing (WI)	45,202	47,895	5.6%
# RN's not Employed in Nursing (US)	443,059	494,727	11.7%
# RN's not Employed in Nursing (WI)	7,838	10,763	37.3%

According to the HRSA Survey, fewer Wisconsin RN's work full time than the national average; Wisconsin at 60.8% compared to the national average of 71.6%. However, more Wisconsin nurses are working full time in 2000 than there were in 1996. In 2000, while 60.8% of Wisconsin RNs in the workforce worked full time in nursing, 39.2% reported working on a part time basis. In comparison, in 1996 an estimated 58.4% worked full time and 41.6% worked part time.

Over the next decade, Wisconsin's population is expected to grow slower and older than the nation. As the aging population will require more care, this will result in even greater demands on nurses in traditional health care settings. According to the Wisconsin Department of Workforce Development, 13.3% of Wisconsin's population in 1995 was elderly. By 2005, the proportion is expected to increase to 20.4%.

### Education

The percentage of Wisconsin nurses with education at baccalaureate or higher levels (50%) is higher than the national percentage (42.9%). However, a higher percentage is desirable. The National Advisory Council on Nursing Education and Practice has recommended that by 2010 at least two-thirds of all registered nurses hold baccalaureate or higher degrees. With the increased complexity of nursing work, similar trends in nursing educational requirements are seen internationally. Australia, Canada (effective 2005), Colombia, and Portugal have enacted legislation requiring baccalaureate preparation for entry into professional nursing practice. The need for higher education level further complicates the nursing demand.

During the past four years there has been a shift in graduations from basic nursing education programs away from diploma programs to either associate degree or baccalaureate programs. According to the 1996 HRSA survey, in Wisconsin, 23.1% of RNs in the workforce reported their highest level of education as a nursing diploma, 28.1% as associates degree, 39.4% as a baccalaureate degree, and 9.5% as master's or doctorate degree. By comparison, in 2000 the proportion of the Wisconsin nursing workforce was 16.1% as diploma, 33.6% as associates degree, 41.3% as a baccalaureate degree, and 8.8% as master's or doctorate degree. This shift has been very similar to national trends.

### Solutions

Nursing workforce is a complex national concern, made more critical by Wisconsin demographic projections. Actions must be taken to assure that the health and nursing needs of Wisconsin residents are met in the future. It is unrealistic to think that the demand for number of nurses will be met without some health system redesign. The major national nursing organizations agree that the nation will not have the numbers of nurses to meet future demands unless the system is changed. The private sector may be called upon to support creation of new care delivery models meeting the needs of Wisconsin residents for the near future. The nursing shortage may be summed up in a quote from Janet Coffman, Associate Director of Workforce Policy at the UCSF Center for Health Professions; "The fairly recent expansion in opportunity for women means that the profession can no longer count on a large number of young women being induced to enter the fields for lack of other options. This means that nursing will have to re-position itself as an attractive professional career to compete successfully for the interest of those entering the work force".

In order to have an adequate nursing workforce for Wisconsin, multiple strategies are necessary. Three first steps are recommended to address Wisconsin's nursing workforce needs. First, the lack of statewide data about nursing workforce is a problem that often receives little attention and one of the foremost challenges in health care policy and planning today. The timing is critical to begin to improve data collection and knowledge to enhance systems of care needed now and in the future. California, Texas and Maryland have conducted in-depth studies of nursing workforce resulting in clear, state-specific plans. Wisconsin needs better quality data on nursing workforce and a comprehensive plan. Second, the adjacent states of Minnesota and Illinois have nursing education loans, which are forgiven after graduation with periods of in-state employment. Such legislation would encourage educated nurses to stay in state. Third, national nursing organizations and other leadership groups are calling for system redesign. Nursing work redesign should join efforts of education and practice to differentiate nursing roles based upon education with differentiated licensure. This would mean changes in education and practice for technical and professional nurses. In addition, focused engineering efforts on work redesign using technology, especially communications technology, would also improve the work environment of nurses. Public and private funding could support Wisconsin efforts in such work redesign.

### References:

The Registered Nurse Population, National Sample Survey of Registered Nurses, March 2000, Preliminary Findings, HRSA, BHP, Division of Nursing, February 2001

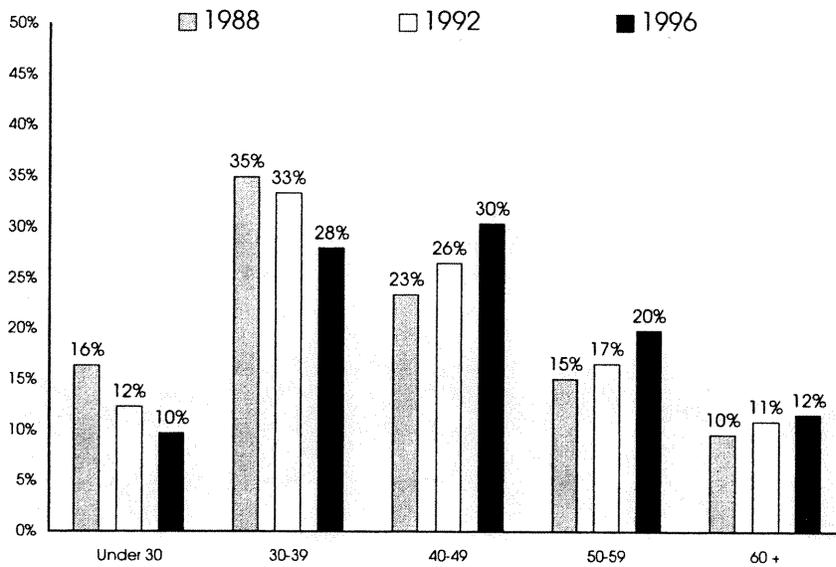
Peter Buerhaus Ph.D., RN, Douglas, Staiger Ph.D., David Auerbach MS, "Implications of an Aging Registered Nurse Workforce" JAMA, June 14, 2000

Coffman J, Spetz J, Seago JA, Rosenoff E., O'Neil E., Nursing in California: A Workforce Crisis, San Francisco, CA: California Workforce Initiative and the UCSF Center for the Health Professions, January 2001

## NURSING

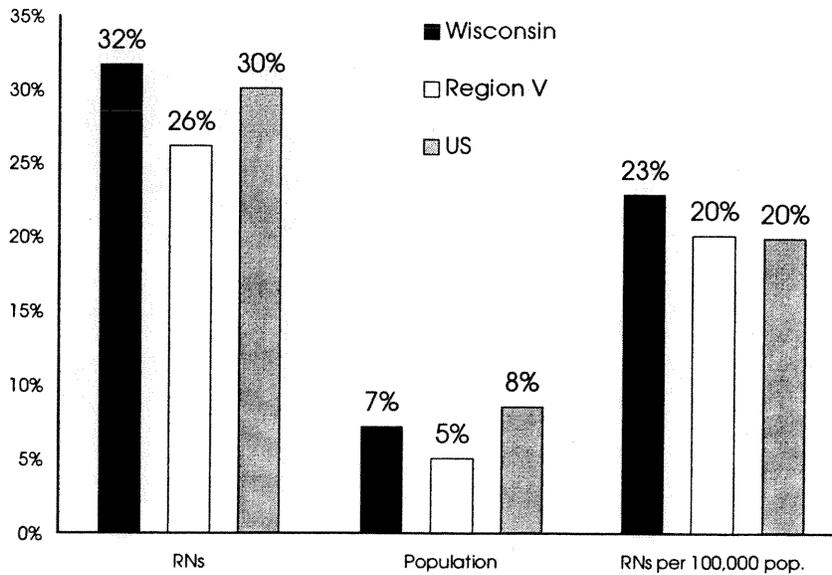
- √ There were 53,040 licensed registered nurses (RNs) in Wisconsin in 1996; 45,202 were employed in nursing.
- √ There were 874.9 RNs per 100,000 population in Wisconsin in 1996, more than the national average of 798.
- √ The RN workforce in the East North Central Census Division aged significantly between 1988 and 1996. The percentage of RNs 40 years and older increased from 48% in 1988 to 62% in 1996.
- √ In 1996, the majority of RNs employed in nursing in the East North Central Census Division were Non-Hispanic white (93.9%). Approximately 3% were Black/African American, less than their percentage in the general population (11.8%).
- √ The number of RNs in Wisconsin increased 32% between 1988 and 1996 while the state's population only grew 7%. The result was a 23% growth in RNs per capita, compared to a 20% growth nationwide.
- √ The majority (60%) of RNs in the East North Central Census Division who were employed worked in hospitals in 1996. As a result, metropolitan areas with a concentration of hospital beds were likely to have a relatively high ratio of RNs per capita.
- √ In Wisconsin, the number of full-time equivalent RNs working in hospitals increased 3% between 1992 and 1998 while the number of inpatient days declined 19%. The result was a 28% increase in the ratio of full-time equivalent RNs to inpatient days, compared to a 26% increase in the ratio nationwide.
- √ In 1996, 39% of RNs employed in nursing in Wisconsin had a Baccalaureate degree; 28% had an Associate degree; 23% had a Nursing diploma; and 9% had a Masters/Doctoral degree.
- √ Between 1991-92 and 1996-97, the number of Associate degrees awarded in nursing remained relatively stable in Wisconsin while the number of Baccalaureate degrees increased significantly. In 1996, the number of Baccalaureate degrees awarded in nursing exceeded the number of Associate degrees awarded.
- √ In 1996-97, 94.4% of the RN degree recipients in Wisconsin were non-Hispanic white. Approximately 3% were Black/African American, less than the percentage in the state's general population (5.4%).

### Age distribution of RNs employed in nursing, East North Central Census Division, 1988-1996



Source: Division for Nursing.

### Percent change in RNs, population & RNs per 100,000 population, 1988-1996



Source: Division for Nursing; Bureau of the Census.

## LICENSED PRACTICAL/VOCATIONAL NURSES (LPNs)

- √ Wisconsin ranked 22<sup>nd</sup> among the states in the number of Licensed Practical/Vocational Nurses (LPNs) employed in 1998 with 11,780 workers. Wisconsin ranked 30<sup>th</sup> in the per capita employment of LPNs, with 225.6 LPNs per 100,000 population as compared to the national rate of 249.3 per 100,000.
- √ Over two thirds of all LPNs in the United States in 1999 worked in institutional settings (35.9% working in hospitals and 34.8% working in nursing and personal care facilities).
- √ The vast majority of LPNs in the United States are non-Hispanic white (73% in 1999) and female (94.9% in 1998). Nationally, Black/African Americans are over represented in the profession (18%) compared to their presence in the population as a whole (12%). By contrast, Hispanic/Latinos are underrepresented (5%) compared to their presence in the population (11% in 1999).
- √ Most recipients of LPN degrees in Wisconsin in 1997 were non-Hispanic white (75%) and female (96%). Black/African Americans were over represented among the degree recipients, receiving 16% of all LPN degrees while constituting 5% of the state's population. Non-Hispanic whites were underrepresented, receiving 75% of all degrees while constituting 90% of the state's population.
- √ In Wisconsin, there were 26 LPNs for every 100 RNs employed in the state. This is lower than the national ratio of 32 LPNs employed for every 100 RNs.

### LPNs, 1998

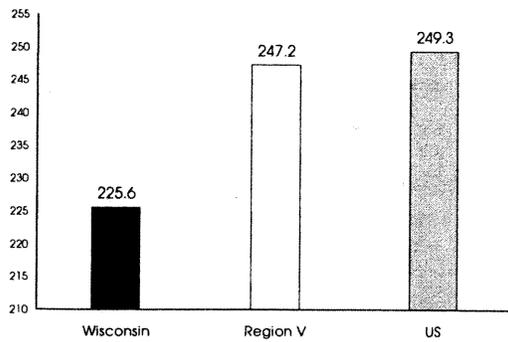
	Wisconsin	Region V	US	WI rank
LPNs	11,780	121,110	673,790	22/50
Per 100,000 population	225.6	247.2	249.3	30/50
Per 100 RNs	26.1	29.2	31.8	30/50
Percent female	-	-	94.9%	-

Source: Bureau of Labor Statistics; Bureau of the Census; Division for Nursing.

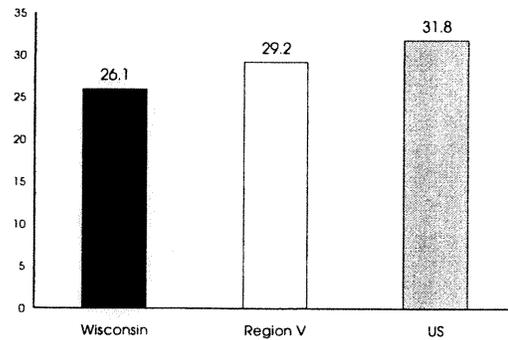
Note: Data for RNs drawn from the 1996 National Sample Survey.

The abbreviation LPN, or Licensed Practical Nurse, is used herein to refer to both LPNs and LVNs, or Licensed Vocational Nurses.

### LPNs per 100,000 population, 1998

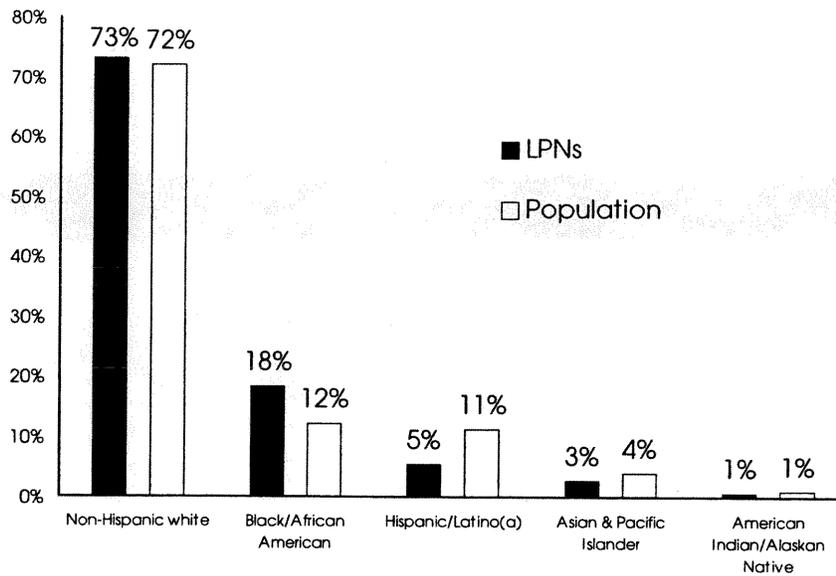


### LPNs per 100 RNs, 1998



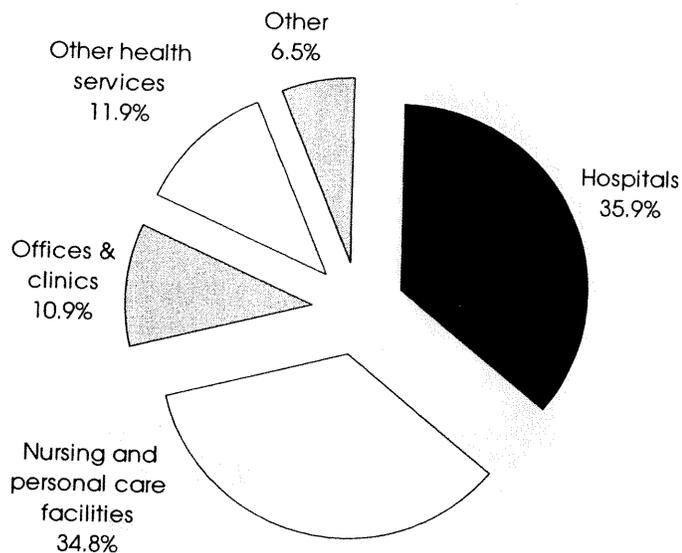
Source: Bureau of Labor Statistics; Bureau of the Census; Division for Nursing.  
 Note: Data for RNs drawn from the 1996 National Sample Survey.

### Race/ethnicity of LPNs and the population, U.S., 1999



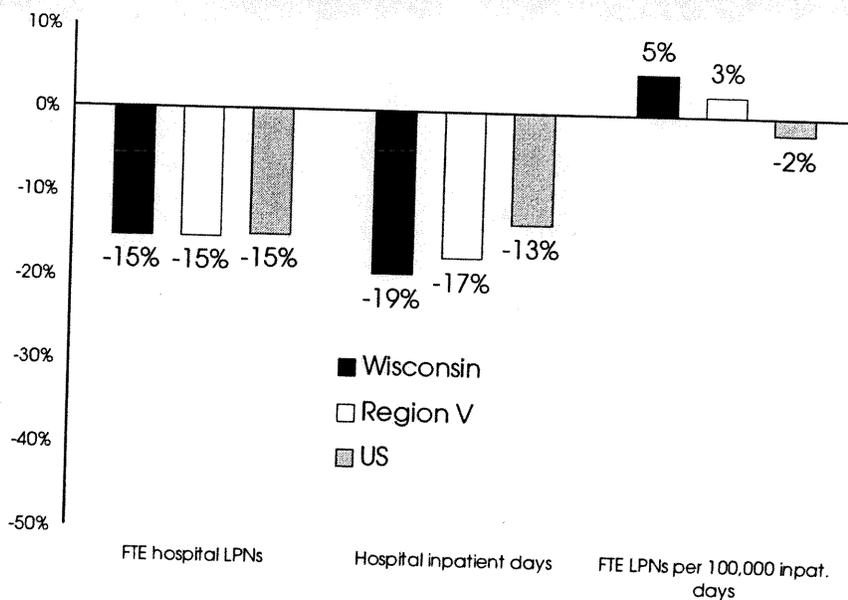
Source: Bureau of Labor Statistics.

### LPNs by place of work, U.S., 1999



Source: Bureau of Labor Statistics.

### Percentage change in FTE hospital LPN employment, inpatient days & FTE hospital LPN employment per inpatient day, 1992-1998



Source: American Hospital Association; Bureau of the Census.

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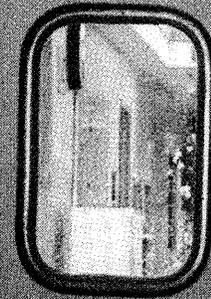
# HEALTH CARE EDUCATION

A job can take you in many directions; a health care career lets you choose your own direction. You have the choice of a full range of opportunities, and ongoing training lets you decide how far you go. Best of all, you can follow your heart, and that's always a step in the right direction.

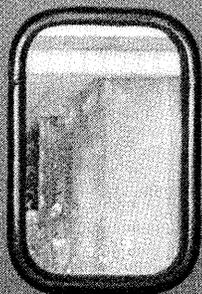
Health care is a field that rewards you for doing what you do best – caring for people. You'll also be taking care of yourself with good pay, benefits, flexibility and job security. There will always be a need for those who care for – and about – others, and medicine will always be advancing and taking health care workers forward as well. When you choose a career in health care, you are choosing a fast-paced future in which to learn, grow and succeed.

FOR EMERGENCY

OUT



# OPENS DOORS ...



PUSH DOOR

IN

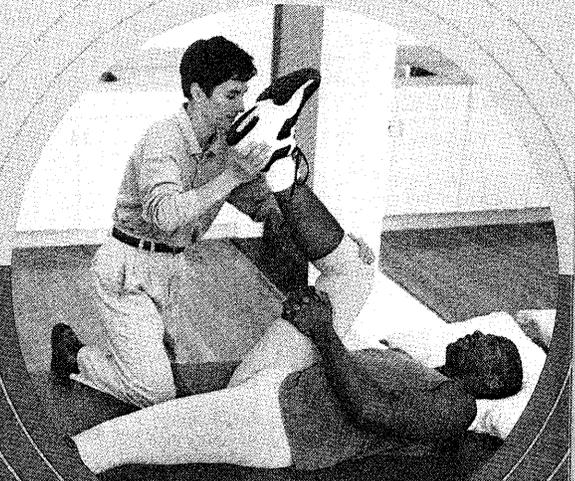
Everyone who enters the health care field makes a difference in people's lives; there are no unimportant jobs. The person at the admissions or records desk, the nurse who checks vital statistics, the lab technician who runs diagnostic tests, the doctor who writes the prescription, the pharmacist who fills it, the therapist who helps people move and the social worker who helps them move on – each person is an essential link in the chain of quality care ... and quality of life.

The health care field is very diverse and there is a place for all kinds of people at all levels. There is a place for you, and it's time to discover it. You can start laying the foundation for your future now, even before college, with special educational programs that prepare you for an exciting career with an emphasis on caring.

**A PLACE  
FOR YOU  
IN HEALTH  
CARE**

Health care is a unique field, one that challenges you to learn and grow. If you meet that challenge, you will always have a place in this special workforce. That place may be in a hospital, a neighborhood clinic, a nursing home, a public health agency or a private practice. All kinds of health care facilities – in the cities, suburbs and rural communities – are looking for well-trained, compassionate people to join their teams.

You are not limited to one area of expertise. In fact, you are encouraged to continue your education not only to keep up with advancing medicine, but also to advance your own career. So start soon and go far – go anywhere you want – with health care education.

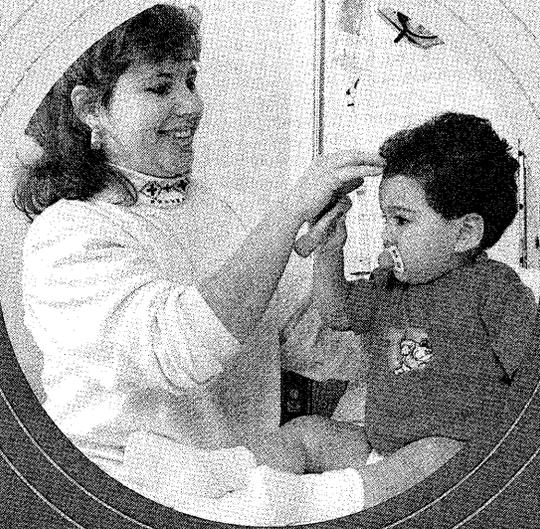


Whether you choose to be an advanced practice nurse, a dietician, a dental hygienist, a medical secretary, a mental health counselor or a respiratory therapist, you are making a choice that you – and lots of other people – are going to feel great about.

## A GROWING FIELD

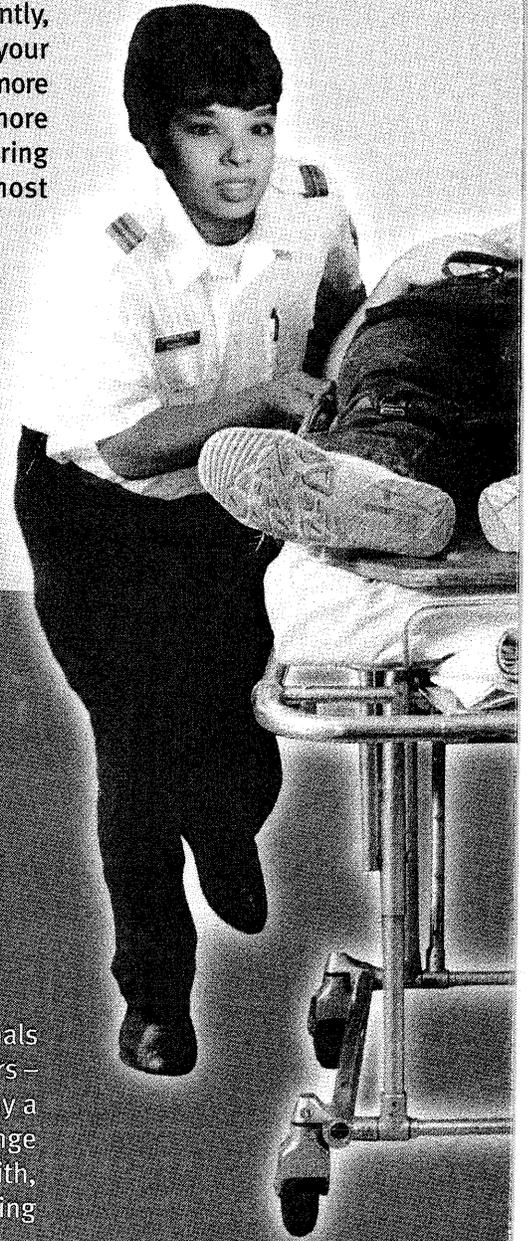
Growth in health care careers has many meanings. It means there are more opportunities than ever for those who want to help people be well. It refers to the medical technologies that are constantly growing and changing how we care for people and

the caregivers who are growing both professionally and personally from their experiences. Most importantly, we hope that growth will define your interest in a health care career. The more you learn about health care, the more excited you will be about discovering your place in tomorrow's most rewarding workforce.



## HEALTH CARE IS A TEAM EFFORT

Modern health care is a team effort. A full range of health care professionals contribute to care, and collaboration is standard practice. All health care workers – from physicians to surgical technicians to nursing home administrators – play a part in providing comprehensive care. Team members also represent a full range of ethnic and cultural groups. Health care offers you the chance to work with, and for, many types of people, and that can be one of the most rewarding aspects of these careers.





### CHOOSE YOUR FUTURE

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AUDIOLOGIST  
BIOMEDICAL ENGINEER  
DENTAL HYGIENIST  
DENTAL TECHNICIAN  
DIETICIAN  
EMERGENCY MEDICAL  
TECHNICIAN

FAMILY PRACTICE PHYSICIAN  
HEALTH SERVICES  
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HOME HEALTH AIDE  
HOSPITAL UNIT COORDINATOR  
LABORATORY TECHNICIAN  
MEDICAL TRANSCRIBER  
OPTOMETRIST  
PERFUSIONIST  
PHLEBOTOMIST

PHYSICAL THERAPIST  
PHYSICIAN ASSISTANT  
PSYCHOLOGIST  
RADIOLOGIC ASSISTANT  
REGISTERED NURSE  
RESPIRATORY THERAPIST  
SOCIAL WORKER  
SURGICAL TECHNICIAN  
AND MORE!



### QUALITY CAREERS FOR QUALITY PEOPLE

In health care, you can start at any level and build a career based on your interests. If you enjoy working with the latest technologies, you would be a great medical technician. If you excel in chemistry or biology, consider becoming a physician or a laboratory assistant. If you miss long talks with your great-grandmother, you could be just the person nursing home residents need. As you can see, specialized health care education can take your best qualities and apply them to the best career choice.

With continuing education, a medical secretary can become a hospital unit secretary. A home health aide may go on to a career in nursing. A research scientist can take what he or she has learned in the lab and use it to care for patients. Health care careers offer so many opportunities for growth that your most difficult decision may be choosing a starting point.



As a health care worker, your skills will always be in demand, so you can demand more as well. In addition to good pay, you will likely have options when it comes to where and when you work. Facilities and practices of all sizes and in all communities need qualified people, so you may be able to add flexible schedules and other non-traditional benefits to the list of reasons that make health care right for you.



If caring is one of your qualities, there is a quality job waiting for you in health care. Let health care education open the door to opportunity!

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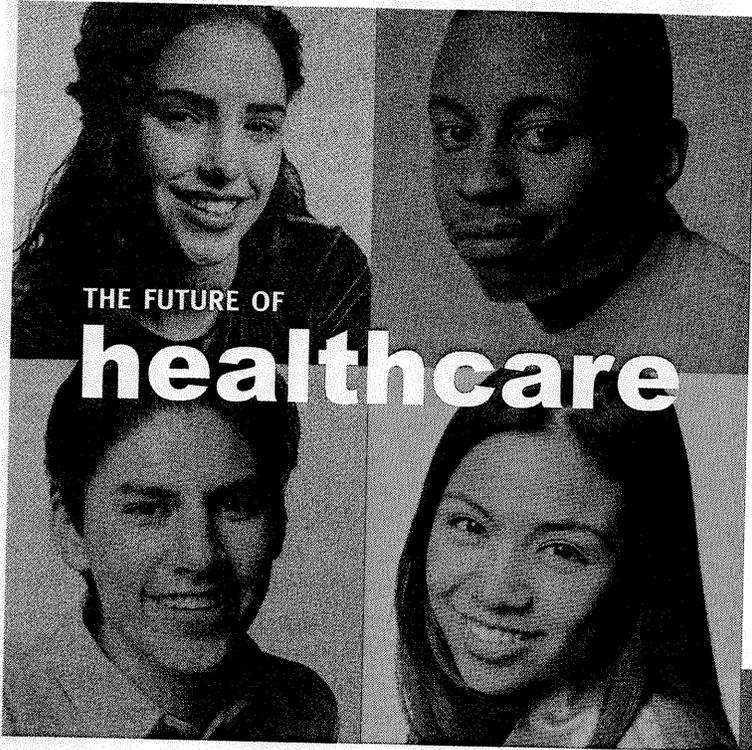
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