

Proposed Revisions to the National Forum of State Nursing Workforce Centers Supply Minimum Dataset

Prepared by the Research Committee

Presented to:



Presented by:

Carrie M. Oliveira, Ph.D.

Hawaii State Center for Nursing

**Crystal DeVance-Wilson, Ph.D.,
MBA, PHCNS-BC**

Maryland Nursing Workforce Center

Hannah Hermanson, MPH

*Massachusetts Nursing Council on
Workforce Sustainability*

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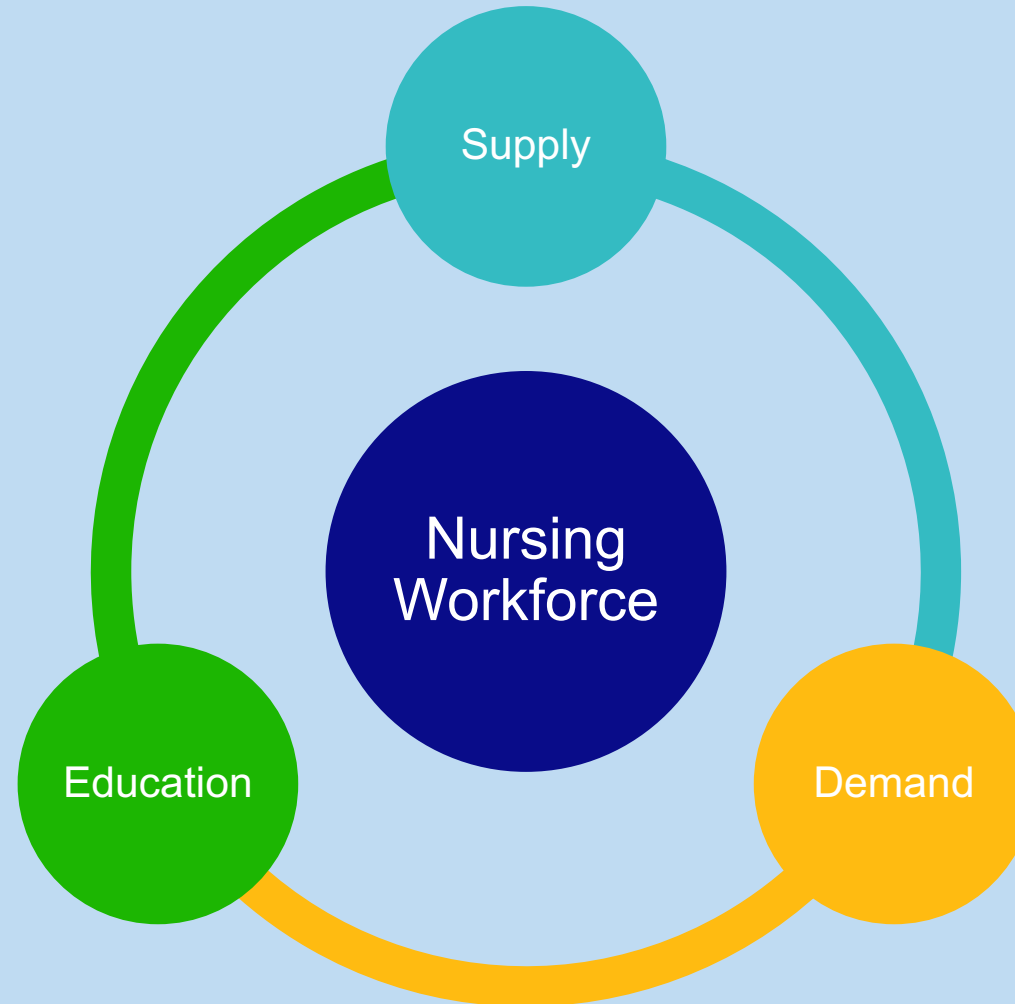
Today's Goals

- Define the Forum's Minimum Dataset (MDS) and review a brief history of how it has evolved
- Describe the major revisions proposed to the MDS
- Detail the importance of measuring variables related to wellbeing
- Determine how the MDS can be used by states to leverage better access to or collection of supply data

Slido Poll #1:

*Do you have access to the nursing
workforce data in your state?*

Reminder: The Complete Data Picture



Background

- The minimum datasets developed by the National Forum establish the recommended minimum data points each state should collect to measure the status of their nursing workforce.
- The first MDS was made available in 2009.

Background

- **The two key goals of the MDS:**
 1. Guide collection of nursing workforce data at the state level
 2. Standardize key variables to allow comparability of data
- You can access the Supply Data MDS from 2016 here:
https://nursingworkforcecenters.org/wp-content/uploads/2021/12/National-Forum-Supply-Minimum-Dataset_September-2016-1.pdf
- The revised 2024 Supply MDS will be available on the National Forum's website before the end of the year.

Access to Nursing Supply Data

- Generally, the nursing supply data for a state is captured during license renewal cycles from all licensed nurses (LPN/LVN, RN, APRN).
- Ideally, states would also capture this information at the time of initial licensure.
- Depending on the state, researchers may gain access to this data through the Nursys e-Notify system, the license renewal survey, and/or by working with key stakeholders like the nursing regulatory body or the Department of Public Health within your state.

Aspirations vs. Reality

- **For states that don't have the MDS data on their active nurses:**
 - Recommendations for collecting data as often as possible
 - The Essential Elements – priority variables if a state can't collect the entire MDS
- As states adopt the National Forum's MDS, it ensures we are all capturing key data on our nursing workforce in a way that lends itself to further analysis and comparison.

Slido Poll #2:

*Do you know if your state is using the
National Forum's MDS as the basis for
your workforce supply data?*

The 2024 Workforce Supply MDS Update

Teamwork Makes
the Dream Work

Priorities for the 2024 Revision

1

2

3

The Essential Elements 2016

Gender

Race

Ethnicity

Birth Year

Highest Nursing Education Completed

Employment Status

Employer Zip Code

The
Essential
Elements
2024

What question are
you trying to answer?

Variable Specific Guidance

Suggestions for aligning your questions to the MDS while getting the data that's important to you.

Variable Specific Guidance

Employment Location

Example question:

Where is your primary place of nursing employment located?

Variable Specific Guidance

a.[State]

b.Other U.S. State or Territory

c.Foreign Country

Variable Specific Guidance

- **Data should be collected at the smallest geographic area of interest (e.g., region, county/parish, zip code, etc.).**

Variable Revisions

Changes to variables
already on the MDS.

Variable Revisions

Race

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Race Not Listed Here

Variable Revisions

Race

- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Black or African American
- ☐ Hispanic or Latino
- ☐ Middle Eastern or North African
- ☐ Native Hawaiian or Other Pacific Islander
- ☐ White
- ☐ Race Not Listed Here
- ☐ Prefer Not to Answer

New Variables

Additions to the MDS to
address contemporary
workforce issues.

New Variables

Interstate
Workforce

Multistate Licensure

Primary Residential
Location

Travel Nurse

Telehealth

New Variables

Workforce Retention

Intention to Leave
Workforce in 1 Year

Direct Patient Care Role

Nursing Student Loan
Debt

Nurse Wellbeing

Measuring Wellbeing

Nurse wellness is an issue and needs to be a priority:

Wellness by the Numbers

Stress & Burnout

In 2023¹:

**66% of nurses
felt Stressed**

**43% of nurses
felt Burnt Out**

Workplace Violence

**82% workplace
violence²**

Workplace Injury

**85,540 non-fatal
occupational
injuries and
illnesses
resulting in
inability to
perform work
2021-2022,
increase 6%
from 2018-2020³**

Incivility

**25%
experienced
incivility**

**30% witnessed
incivility⁴**

Job Satisfaction

**80% are
extremely (28)
or moderately
(52), satisfied
with their jobs,
9% decrease
from 2018**

**Dissatisfaction
increased 9%⁵**

Trafficking & Exploitation

**Labor
trafficking in
healthcare rose
by 63% between
2020 and 2021⁶**

**Highest
numbers of
trafficking
cases identified
California
(13%), Florida
(8%), Texas
(9%)⁷**

Leveraging the MDS: A Case Study from Massachusetts

- In 2022, the NCWS was formed to make recommendations to the state on how to strategically grow the nursing workforce.
- Realizing the state had not published supply data on the RN/LPN workforce since 2014-15, it provided the NCWS an opportunity to advocate for the release of the most recent survey data & revise the survey to collect better data.
- The NCWS Data & Research committee met with key stakeholders from the Board of Registration in Nursing, the Health Policy Commission, the Department of Public Health and dozens of other workforce experts to identify what data was collected in our existing survey and what we would need to add.

Leveraging the MDS: A Case Study from Massachusetts

- Using the MDS as the basis for our revisions, this group of subject matter experts met for several months and finetuned the survey, adding questions pertaining to key policy issues from our state
 - Proposed additions included things on traveling, precepting, burnout
- For states newer to this journey: Start by establishing what data is collected and are you using the MDS as the basis for that data. Then you can identify how frequently the data is collected and who has access to and ownership of the data.
- As you understand the data you have, then you can work with the owners of the data to modify it based upon state's nursing workforce priorities.

Public Comment

We are looking for states to review the proposed changes to the MDS & share your feedback via our online survey:

<https://www.surveymonkey.com/r/ForumSupplyMDS2024>



Contact Information



Carrie Oliveira, Ph.D.

Associate Specialist for
Workforce Research

Hawai'i State Center for Nursing

carrieol@hawaii.edu



Crystal DeVance-Wilson,
PhD, MBA, PHCNS-BC

Director

Maryland Nursing Workforce
Center

devance-wilson@umaryland.edu



Hannah Hermanson, MPH
Massachusetts Nursing Council
on Workforce Sustainability

Project Management Consultant

Hannah.Hermanson@umassmed.edu

Questions?

*for*HealthTM
CONSULTING at UMass Chan
Medical School

NCWS 
Massachusetts Nursing Council
on Workforce Sustainability

Thank You