Policy Solutions to Decrease Mississippi's Nursing Workforce Shortage

- Current State of Nursing in MS
- What Nurses are Saying
- Recommended Solutions
- Current Policy Intervention
Nursing Workforce

How is Mississippi measuring up?
Overview

<table>
<thead>
<tr>
<th>By the Numbers</th>
<th>Nursing Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is a nationwide nursing shortage</td>
<td>Nurses are reporting high levels of burnout</td>
</tr>
<tr>
<td>The rate of nurses leaving the profession is greater</td>
<td>Mississippi does not have competitive incentives</td>
</tr>
<tr>
<td>than those entering</td>
<td></td>
</tr>
<tr>
<td>Mississippi has the largest nurse vacancy rate</td>
<td>There is little to no policy to support current</td>
</tr>
<tr>
<td>in the past decade</td>
<td>nursing workforce in the state</td>
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</tbody>
</table>
Nursing Workforce

How is Mississippi measuring up?
Nursing Vacancy Rate

Mississippi Hospital Association, Nursing Workforce Data 2022
Nursing Workforce

How is Mississippi measuring up?
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Nurses are reporting...

- Nurse Burnout
- Poor Working Conditions
- Inadequate Pay
- Lack of Support
- Incivility
Nursing Issues

What is the problem...

Nurses Are Reporting

Why is this a concern?
### Problems...

<table>
<thead>
<tr>
<th>Issue</th>
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<tbody>
<tr>
<td>Barriers to Access to Care</td>
</tr>
<tr>
<td>Decrease Quality of Care</td>
</tr>
<tr>
<td>Economic Impact</td>
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</table>
Nursing Issues

What is the problem...

Nurses Are Reporting

Why is this a concern?
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## Government Policy

<table>
<thead>
<tr>
<th>2023 Legislative Session</th>
<th>Outcome</th>
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</thead>
<tbody>
<tr>
<td>SB 2371</td>
<td>Grants to Nursing Schools who offer ADN</td>
</tr>
<tr>
<td>SB 2372</td>
<td>Grants to Rural Hospitals</td>
</tr>
<tr>
<td>SB 23733</td>
<td>Nurse Loan Repayment Program</td>
</tr>
</tbody>
</table>
Current Policy

Legislation

Institutional Policy
<table>
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<tr>
<td>Referral Incentives</td>
</tr>
<tr>
<td>Internship Programs</td>
</tr>
<tr>
<td>Higher starting pay</td>
</tr>
</tbody>
</table>
Current Policy

- Legislation
- Institutional Policy
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Key Takeaways

- The nursing shortage is critical in MS
- There is a disconnect in addressing the factors contributing to the shortage
- Addressing the shortage will improve healthcare outcomes for Mississippians
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