

# NEW MEXICO'S NURSING CRISIS

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WHAT IS THE SOLUTION ?

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# LET'S DO THE NUMBERS – NURSING WORKFORCE PROJECTIONS

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- HRSA indicates that the current ***national*** R.N. shortage is 337,970; and LPNs shortage is 99,070
- New Mexico Health Care Workforce Committee Report in 2023 indicated an R.N. shortage of 6,124
- New Mexico Workforce Solutions Job Posting Data from:
  - July 2024 – 8858 deduplicated R.N. job offerings – 848 L.P.N. job offerings; and
  - April of 2024 – R.N.s 6017 & L.P.N.s 837

# SHALL WE TALK ABOUT WHY

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- In 2017, the majority of the U.S. nursing workforce was close to retirement/ half over the age of 50 and 30% 60 years old or over;
- Yet in 2021, nursing schools (nationally) turned away over 90,000 qualified applicants due to lack of faculty & clinical sites;
- From 2020 to 2021, the number of R.N.s in the U.S. workforce decrease by over 100,000 (the largest decline in 40 years) & a large percentage were under 35 & working in hospitals;
- Prior to Covid many New Mexico Schools of Nursing had waiting lists, but apparently no more – in fact a few schools recently did not even fill their slots;
- The impact of Covid on nursing workforce resulted in increased rates of nurses leaving the profession;

# WHY (CONTINUED)

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- Covid also seemed to have discouraged young people from wanting to enter the profession hence the lack of applicants (LFC reports applications down 19% over last five years);
- Workplace violence is a top challenge facing health care today with a 2022 AONL Foundation study indicating 53% of nurses witnessed or experience violence at work;
- The demand for health care in the U.S. is driven by an older population requiring more health services and health issues of our population where 51.8% of our population has one chronic health condition & 27.2 have two or more chronic conditions; and
- The Board of Nursing indicates there are 33,800 R.N.s licensed in NM but are they all working? We don't know!

# HOW IS NEW MEXICO ADDRESSING THE SHORTAGE?

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- The New Mexico Board of Nursing has approved 25 nursing education programs: 5 LPN within NM high schools; 16 ADN programs (5 career ladder programs LPN to ADN & 5 offer BSN through partnerships); & 4 BSN programs;
- BON Annual Report July 1, 2022 thru June 30, 2023 indicates on April 1, 2023 1579 students were in the nursing programs. In that fiscal year, all schools graduated **1489**.
- Schools with highest number of graduates: Brookline 147; CNM 307; NMSU 182; UNM Abq 306
- Graduates 2022 – **1289**; 2021- **1128**; 2020 – **1128**; 2019 – **1,328**; 2018 – **1056** (These numbers include proprietary schools)

# HOW IS NEW MEXICO ADDRESSING THE SHORTAGE? (CONTINUED)

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- Non Recurring Nursing Appropriations 2022 – 2023
  - \$4 million in additional financial aid to San Juan CC; Eastern, Western & Highlands (2022)
  - \$30 million Nursing faculty endowments (2022)
  - \$15 million Nursing expansions (capital & slot expansion 2022)
  - \$10 million Nursing faculty endowments (2023)

In 2023 \$9 million of the \$15 million from 2022 became recurring to Schools of Nursing

Additional \$10 million requested in 2023 was not included in the budget

# WHAT ARE HOSPITALS & OTHERS DOING?

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- Presbyterian hospital is working with Brookline College Nursing Program to assist 60 or more students with tuition, clinical placements and then employment upon graduation and passage of the NCLEX.
- Lovelace hospital is working on a collaboration with Grand Canyon University Nursing Program where Lovelace hospitals will be their dedicated sites for clinical rotations. Lovelace nurses will be preceptors. Currently employed ADN's will receive tuition discounts for BSN or MSN degrees.
- (FYI the average nursing salary for an experienced nurse at a NM hospitals is in the \$83,000 – 85,000 range.)
- BCBS of New Mexico in January awarded UNM College of Nursing \$1.6 million to provide scholarships for nurses, nurse practitioners and nurse midwives .
- Others schools are working on collaborations.

# WHAT CAN WE DO? THE ONLY WAY TO HAVE MORE NURSES IS TO EDUCATE MORE NURSES

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- Attract more students to choose nursing as a career – investment in ongoing media campaign
- Expand the capacity of schools of nursing to enroll and graduate nurses by increasing state and federal funding and support
- Increase faculty salaries and clinical sites
- Provide enhanced academic support for students who want to enter nursing
- More loans, more scholarships, more loans for service, more loan repayments money