Nurse Workforce Roles and Education Programs that Provide Entry to the Roles and Advancement within the Roles

<table>
<thead>
<tr>
<th>LPN</th>
<th>RN</th>
<th>APN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Licensed Practical Nurse</td>
<td>Registered Nurse</td>
<td>Advanced Practice Nurse (Nurse Practitioner, Clinical Nurse Specialist, Certified Nurse Midwife, or Certified Registered Nurse Anesthetist)</td>
</tr>
</tbody>
</table>
| • Entry to the Role  
• Practical Nursing Program | • Entry to the Role  
• Bachelor of Science in Nursing  
• Associate of Science in Nursing  
• LPN to BSN  
• LPN to ASN  
• Advancement within the Role  
• ASN to BSN | • Entry to the Role  
• Master of Science in Nursing  
• Advancement within the Role  
• Doctor of Nursing Practice (DNP)  
• PhD |

Recommendations from the Institute of Medicine’s Future of Nursing Report (2010)

1. 80% of Registered Nurses with BSN by 2020  
   o Indiana had 60% at the 2015 RN license renewal  
2. Double the number of nurses with a doctorate from 2010 to 2020  
   o Indiana is on pace to achieve this recommendation  
3. Ensure that nurses engage in lifelong learning  
4. Build an infrastructure for the collection/analysis of interprofessional healthcare workforce data  
5. Remove scope of practice barriers  
   o Indiana regulations still prevent advanced practice nurses from practicing to the full extent of their education and training  
6. Prepare and enable nurses to lead change to advance health  
7. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts  
8. Implement nurse residency programs

Assessment of Indiana’s Nursing Workforce

The Indiana Department of Workforce Development maintains a Hoosier Hot 50 Jobs list of the fastest-growing professions based on Indiana’s expected demand in 2022. Registered Nurse is #1, Licensed Practical Nurse is #6. The fulfillment of Indiana’s demand for nursing services can be advanced by (1) increasing our supply of nursing faculty, and (2) improving geographic distribution by removing regulatory barriers and/or offering incentives such as loan repayment for work in underserved areas. More of our nursing workforce is aging into retirement. Over the last decade, the percentage of the Indiana RN workforce age 55 or older has grown from 16% to 24%, and the figure for nurse faculty is approximately double that. The demand for nursing education comes from both individuals wanting to join the profession and existing nurses wanted to further their education.
2016 Data for Indiana from the American Academy of Colleges of Nursing

Nursing Enrollment and Graduation By Program Level

<table>
<thead>
<tr>
<th>Baccalaureate</th>
<th>Graduate</th>
<th>NP</th>
<th>CNM</th>
<th>CRNA</th>
<th>CNS</th>
<th>Total APRN Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrollment</td>
<td>10,646</td>
<td>3,305</td>
<td>2,327</td>
<td>5</td>
<td>-</td>
<td>58</td>
</tr>
<tr>
<td>Graduation</td>
<td>4,480</td>
<td>1,163</td>
<td>715</td>
<td>1</td>
<td>-</td>
<td>26</td>
</tr>
</tbody>
</table>

- Indiana prelicensure BSN programs turned away 768 qualified applicants in 2016. Insufficient faculty is a prime contributor.

Funding

Twenty-five percent (25%) of nurse license fees are dedicated to support the nursing profession through the Indiana State Nurses Assistance Program and certain functions of the Board of Nursing. If a sliver more of the money paid by nurses to be part of the profession directly supported the profession, then Indiana would have a healthier nursing workforce pipeline.

- $50 renewal fee for RNs and LPNs and a $10 renewal fee for APN prescriptive authority
  - 119,051 RNs with an Indiana license
  - 25,032 LPNs with an Indiana licenses
  - 6,108 APNs with prescriptive authority in Indiana
- $7,284,580 in license renewal fees every two years

Geographic Distribution

Data Report 2015 Indiana Nursing Licensure Survey May 2016

Map 2.1 Population per RN FTE

Population per RN FTE
- 32.50 - 96.61
- 99.62 - 138.5
- 136.6 - 176.4
- 176.5 - 217.0
- 347.1 - 688.0

Source: Indiana Nursing Re-Licensure Survey, 2015
NYS Nursing Faculty Loan Forgiveness (NFLF) Incentive Program


The NYS Nursing Faculty Loan Forgiveness (NFLF) Incentive Program is offered to increase the number of nursing faculty members and adjunct clinical faculty teaching in the field of nursing in NYS. Awards are made annually to licensed registered nurses holding graduate degrees and who have taught in the field of nursing.

Eligibility

An applicant must:

- be a legal resident of NYS and have resided in NYS for 12 continuous months prior to applying for this program;
- be a U.S. citizen or eligible non-citizen;
- be a registered nurse professionally licensed to practice in NYS;
- possess a master's degree in nursing or a doctoral degree for qualification as nursing faculty or as adjunct clinical faculty;
- have prior clinical experience as a licensed registered nurse;
- have an outstanding balance on eligible student loan debt;
- have qualified service;
  - employment as a nursing faculty member or as adjunct clinical faculty providing classroom or clinical instruction at a nursing school located in NYS for the equivalent of at least 12 credit hours during an annual period commencing July 1 and ending June 30
- be in a non-default status on a student loan made under any NYS or federal education loan program or repayment of any NYS award; and
- be in compliance with the terms of any service condition imposed by a NYS award.

Eligible Student Loans

A successful applicant must have an outstanding balance on eligible student loan debt, used to fund a nursing degree, disbursed on or after January 1, 2001.

Eligible student loans include NYS or federal government loans, or private student loans made by commercial entities subject to governmental examination. This does not, however, include Parent PLUS loans and Perkins Loans.

Award Amount

The maximum lifetime award under this Program is $40,000, paid in the amount of $8,000 for each annual period of qualified service completed, or the applicant's actual eligible student loan indebtedness at the time eligibility is established, whichever is less.

Note: Any loan forgiveness award payment received may have tax implications. A 1099 form will be issued by the NYS Office of the State Comptroller reflecting the total loan forgiveness payments received by the recipient for the year.
questions regarding potential tax implications should be directed to a tax professional, the Internal Revenue Service, or the NYS Department of Taxation and Finance.

Duration

Payments are available for up to five annual periods of qualified service.

How to Apply

The Nursing Faculty Loan Forgiveness (NFLF) Incentive Program Application is now available.

The application deadline is October 2, 2017.

Note: A previously designated recipient does not have to submit another NYS Nursing Faculty Loan Forgiveness Incentive Program Application but must request payment each year; see Payment below.

Recipient Selection

The number of awards paid under this Program is limited to available funding. A recipient is not guaranteed a payment in each following year, priority is given to prior recipients. If there are more applicants than available funding, recipients will be determined by lottery.

Payment

The NYS Nursing Faculty Loan Forgiveness (NFLF) Incentive Program Application is used to establish an applicant's eligibility as well as to process the first award payment.

In subsequent years, a recipient must submit a Payment Application and verification of the qualified service for which payment is sought under this Program by the deadlines set by HESC. Payment Applications will be provided annually to recipients in August.

Questions?

Please contact the Scholarship Unit at This email address is being protected from spambots. You need JavaScript enabled to view it. or 888-697-4372 with any questions regarding this Program.