

SENATE RESOLUTION NO. 129

BY SENATOR HEWITT

A RESOLUTION

To urge and request the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage.

WHEREAS, the United States is in the midst of a critical nurse shortage expected to continue through the year 2030 and its impact is far-reaching; and

WHEREAS, according to the Louisiana State Board of Nursing's 2020 annual report, over nine thousand three hundred registered nurses currently working and residing in Louisiana indicated that they were planning to leave their current nursing position; and

WHEREAS, according to a recent Louisiana Center for Nursing survey, in 2018 the median turnover rate for registered nurses employed by Louisiana hospitals was nineteen percent compared to a median turnover rate of almost fourteen percent in 2014 and seventeen percent in 2010; and

WHEREAS, according to the Louisiana Health Works Commission's 2021 annual report, in 2020 there were sixty-six thousand seventy-six registered nurses holding an active license in Louisiana compared to sixty-nine thousand six hundred forty-seven in 2019, which represents a five percent decrease in licensed registered nurses; and

WHEREAS, data on job postings for healthcare occupations in Louisiana during the past five years shows that registered nurses account for the greatest labor shortage, with an average of one hundred sixty-four unique job postings per month; and

WHEREAS, labor supply estimates for the year 2030 indicate that the nurse shortage will continue unabated if interventions are not undertaken and it is estimated that as many as forty-two percent of the total nursing positions will go unfilled; and

WHEREAS, the COVID-19 pandemic has left lasting impressions on the healthcare workforce, including an impact on nurse wellbeing which may negatively influence nurse retention if not addressed; and

WHEREAS, pursuant to R.S. 37:1007, the Nursing Supply and Demand Council is charged with studying all aspects of the supply of and demand for nurses; and

WHEREAS, because Louisiana has a pronounced shortage of nurses which has been exacerbated by the COVID-19 pandemic, fostering a greater supply of nurses is a vital public health priority of this state.

THEREFORE, BE IT RESOLVED that the Senate of the Legislature of Louisiana does hereby urge and request the Nursing Supply and Demand Council to study and make recommendations to improve statewide nurse retention in response to the nursing workforce shortage.

BE IT FURTHER RESOLVED that the council may do any of the following:

- (1) Review pertinent statewide studies to identify actionable recommendations regarding the retention of nurses in Louisiana.
- (2) Research national practices regarding statewide nurse retention initiatives and nurse wellbeing.
- (3) Consult with other interested stakeholders who have experience in nurse retention initiatives or nurse wellbeing.
- (4) Conduct surveys of licensed nurses with the assistance of the Louisiana State Board of Nursing and the Louisiana State Board of Practical Nurse Examiners.

BE IT FURTHER RESOLVED that the council shall make a written report of its findings and recommendations to the Senate and House committees on health and welfare no later than February 1, 2023.

BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the Board of Regents.

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PRESIDENT OF THE SENATE