

# Current and Projected Trends in the Oncology Nursing Workforce

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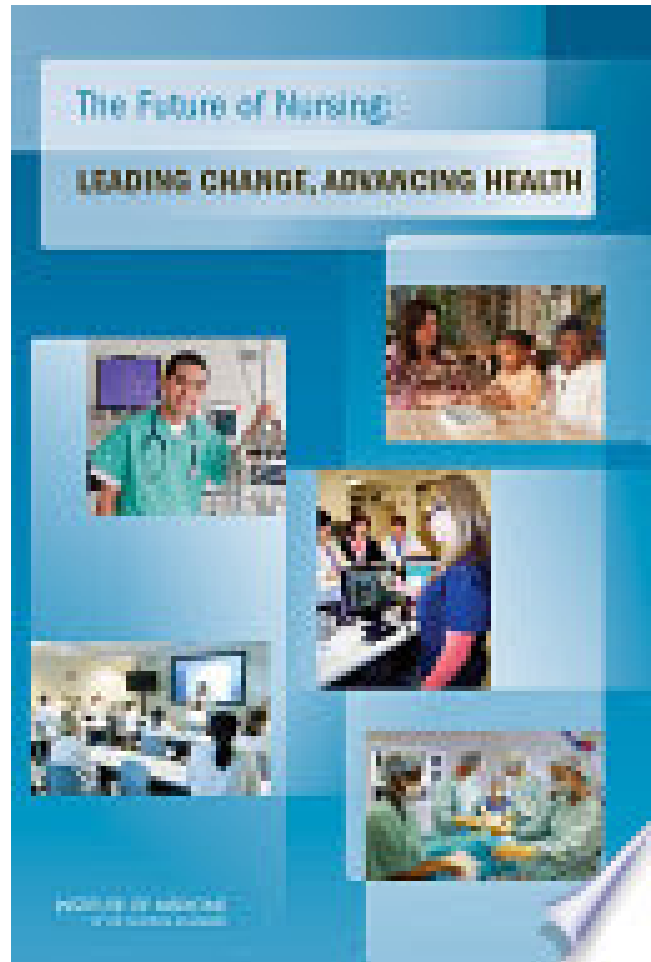
**Oncology Nursing Society**



# Notes about Nursing

- > 3 million registered nurses (RNs), to be 3.9 million by 2030  
[https://bhw.hrsa.gov/sites/default/files/bhw/nchwa/projections/NCHWA\\_HRSA\\_Nursing\\_Report.pdf](https://bhw.hrsa.gov/sites/default/files/bhw/nchwa/projections/NCHWA_HRSA_Nursing_Report.pdf)
  - Average age entering workforce - 30
  - Average age of nurses in practice – 50  
<https://alliedstaffingnetwork.com/americas-nurses-are-aging/>
- Largest % of staff in most organizations
- Inadequate measures for staffing in all settings
- Most trusted profession - 17 years on the Gallup survey

# National & Global Focus on Nursing



**Nursing** **now**

# Trends & Challenges in Nursing

- Aging population
  - Increase demand for nurses in all settings
- Baby boomer RNs
  - Estimated retirement: 1+ million now – 2030
  - Loss of accumulated knowledge & clinical expertise
- National projections
  - Expansion in nursing school enrollment
  - Possible small surplus
  - Uneven distribution
    - Not just numbers, knowledge & expertise (average age)

# Trends & Challenges in Nursing

## Projected Uneven Distribution

### Surplus

- Florida – 53,700 FTEs
- Ohio – 49,100 FTEs
- Virginia – 22,700 FTEs
- New York – 18,200 FTEs

### Shortages

- California – 44,500 FTEs
- Texas – 15,900 FTEs
- New Jersey – 11,400 FTEs
- South Carolina – 10,400 FTEs

Determined by HRSA using their Health Workforce Simulation Model

Supply And Demand Projections of the Nursing workforce: 2014-2030

July 21, 2017. [https://bhw.hrsa.gov/sites/default/files/bhw/nchwa/projections/NCHWA\\_HRSA\\_Nursing\\_Report.pdf](https://bhw.hrsa.gov/sites/default/files/bhw/nchwa/projections/NCHWA_HRSA_Nursing_Report.pdf)



# Trends & Challenges in Nursing

- Shortage of physicians -> nurses will be called on to fill the gap
  - Primary care, some specialties
  - Uneven geographic distribution
- National changes in NP education
  - Fewer schools with oncology concentration
- Nursing faculty shortages
  - Aging
  - Decline in nurses entering PhD programs

# Oncology Nursing: Definition

*Oncology nursing is highly skilled specialty that uses current evidence, guidelines, and standards to guide the delivery of expert oncology nursing care across the cancer continuum.*

*Oncology nurses advocate for people at risk for or after a diagnosis of cancer, collaborate with the interprofessional team, coordinate care delivery, ensure safe delivery of cancer treatments, manage symptoms, optimize quality of life, support patients and caregivers ... to improve outcomes...*

*Oncology Nursing: Scope and Standards of Practice, n.d.*



# Paths to & in Oncology Nursing

- RNs choose their career path based on many factors:
  - The specialty from many options -> Oncology
  - The setting from many options -> inpatient, ambulatory, community
- Continued choices:
  - Role development with basic education
    - Chemo nurse
    - Navigator
    - Clinical trials
    - Manager
  - Advanced education for
    - Advanced practice roles – NP, CNS
    - Nurse scientist/educator



# Trends & Challenges in Oncology Nursing

## ACCC Annual Trend Reports Key Findings

### 2017 n=293

- **60%** had oncology nurse vacancies
- **81%** employed NPs, **41%** PAs
  - **35%** had open positions for APPs
- **18%** had added navigators in past year
- **16%** added palliative care advanced practitioners
- **12%** added genetic counselor
- **3 of 4** programs have financial advocates

### 2018 n=205

- **38%** said staff turnover is a problem for their program
- **87%** employed NPs
- **16%** added nurse navigator
- **14%** added palliative care advanced practitioner
- **14%** added genetic counselor
- **15%** added financial advocate

Source: <https://www.accc-cancer.org>



# Oncology Nursing Workforce

- 2013, 2015, 2017 National Nursing Workforce Surveys – 2.8/2.9% of nurses identify as oncology nurses
  - Approximately 90,000 oncology nurses (RN)  
[https://www.journalofnursingregulation.com/article/S2155-8256\(18\)30131-5/pdf](https://www.journalofnursingregulation.com/article/S2155-8256(18)30131-5/pdf)
- No data re oncology NPs
  - 270,000 NPs in the US
    - Using 2.9% = 7,830
  - <https://www.aanp.org/about/all-about-nps/np-fact-sheet>

# Institute for Healthcare Improvement: Quadruple Aim

- Better care for individuals
- Better health for populations
- Lower per capita costs
- **Care team well being**



**National Academy of Medicine**

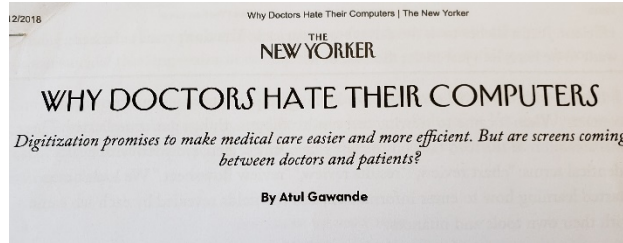
Action Collaborative on  
Clinician Well-Being and Resilience



# A Minute on Oncology Care Team Well Being

## Burnout - Situational

- Work overload
- Lack of control
- Lack of reward
- Lack of fairness
- Values conflict
- Lack of community



**Solution: Departure from the employer and/or workforce**

## Compassion Fatigue – Intrapersonal

- Ongoing exposure to pain & suffering
- Self-sacrificing vs. self-care behaviors

**Solution: Self-care activities**

# Future Considerations: Is It Wasted Energy?

- Wasted Energy:
  - Justifying reimbursement for specific roles, such as the navigator role
  - Survivorship care plans
  - Preauthorizations

# Future Considerations to Improve Oncology Team Based Care

- Education
- Redesign of care delivery
  - Roles that maximize the skills and scope of practice
- Use of current and emerging technologies that solve problems
- Advocacy for policies that support change

# What ONS is Doing

- Influencing upstream – resources for prelicensure programs
- Collaborating with other nursing specialty organizations
  - Academy of Medical-Surgical Nurses
  - Emergency Nurses Association
- Offering a post master's course for non-oncology NPs

# Thank You

