

# PAPNA's Guide to The PN Nurse Administrator Role

Courtesy of the Pennsylvania Association of Practical Nursing Administrators  
*PAPNA is the BEST way to network with PN Administrators/Educators*

May 9, 2019

## A. Advocacy/LPN Workforce Issues

### 1. Perception of LPN Role

“The role is no longer needed”

“In the future there will not be any LPNs”

“Why are you wasting your time in a PN program?”

“Oh, the LPN is the one who empties the bedpan”

“LPNs make the BEST RNs”

“We couldn't exist without LPNs”

#### **Change the Perception to:**

We value the LPN

Essential team member to quality of nursing care in our facility

LPNs have consistently demonstrated that they are cost effective healthcare providers.

LPN education focuses on the client and their family while providing safe care

The LPN workforce is diverse in age, race, gender.

### 2. Statistics - The Future of the LPN

#### **High Priority Occupations list from the PA Dept of Labor**

The LPN has consistently be on this list in every county in Pennsylvania and in in the draft. Draft 2019 HPO list link

<https://www.workstats.dli.pa.gov/Products/HPOs/Pages/default.aspx>

#### **PA WILL HAVE THE SECOND LARGEST SHORTAGE of LPNs in the USA**

Supply and Demand Projections of the Nursing Workforce: 2014- 2030 (July 21, 2017)

Department of Health and Human Services, Health Resources and Services

Administration, Bureau of Health Workforce, National Center for Health Workforce

Analysis

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

#### **PA WILL BE SHORT AT LEAST 2000 LPNS by 2025**

The Future of the Nursing Workforce: National- and State-Level Projections, 2012 - 2025

(Dec 2014) Department of Health and Human Services, Health Resources and Services

Administration, Bureau of Health Workforce, National Center for Health Workforce

Analysis

<http://bhpr.hrsa.gov/healthworkforce/supplydemand/nursing/workforceprojections/nursingprojections.pdf>

Licensed Practical and Licensed Vocational Nurses - Job Outlook (US Bureau of Labor and Statistics) + **12% change in employment from 2016- 2026, much faster than average for all occupations (updated 2019)**

<https://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm#tab-6>

**In Pennsylvania, 9.2% increase (3200 annual openings) need for LPNs through 2026**  
<http://www.projectionscentral.com/Projections/LongTerm> Projections Central  
From the Bureau of Labor Statistics, U. S. Dept of Labor (**updated 2019**)

**Nine out of every 10 respondents employed in direct patient care in Pennsylvania were satisfied or very satisfied with nursing as a career... 87% satisfied or very satisfied with their primary job.**

<http://www.health.pa.gov/Your-Department-of-Health/Offices%20and%20Bureaus/Health%20Planning/Documents/WR/2014%20LPN%20Report.pdf>

2014 Pulse of Pennsylvania's Licensed Practical Nursing Workforce (Jan 2016)  
A Report on the 2014 Survey of Licensed Practical Nurses (See attached exec summary)  
PA Dept of Health, Bureau of Health Planning, Division of Plan Development

## **B. Scope of Practice of the LPN - (SOC) 29-2016.00 CIP Code 51.3901**

O\*Net Online <http://www.onetonline.org/link/summary/29-2061.00#Skills>

PA Code - Subchapter B. Practical Nurses

<http://www.pacode.com/secure/data/049/chapter21/subchapBtoc.html>

## **C. Regulation/Issues in Nursing**

Challenges for regulation and practice of today's nurse: Nursing education and workforce. Texas and Pennsylvania will have the largest shortages of LPN shortages by 2030. New workforce settings – Home and community; Microhospitals; Pop-Up clinic; Telehealth. New and emerging roles – Community health workers, community paramedics. Slight downward trend in PN programs. Nursing Education -New teaching strategies include competency-based curriculum, professional identity formation (formerly professional role and professionalism), precision medicine, team based care.

*BONs have reported one of the biggest challenges in regulating nursing education programs was the lack of evidence-based regulatory quality indicators of nursing programs for making program approval decisions.*

Regulations/Issues Continued

Social and Health Care Issues – Violence against nurses, caring for patients using cannabis, the opioid epidemic

**The Nursing Regulatory Environment in 2018: Issues and Challenges, (2018), Journal of Nursing Regulation Vol 9/Issue 1 April, 2018.**

<file:///C:/Users/Janyce.Collier/AppData/Local/Microsoft/Windows/INetCache/Content.Outlook/XLFHR8UL/pdf%20of%20the%202018%20environmental%20scan.pdf>

**The NCSBN National Nursing Guidelines for Medical Marijuana**

Literature review, implications for nursing, care of the patient. Includes **Medical Marijuana Education in Pre-Licensure Nursing Program** Suggested curriculum content for nursing principles for safe and knowledgeable practice.

**Journal of Nursing Regulation Vol 9/Issue 2 Supplement July, 2019**

<https://www.ncsbn.org/marijuana-guidelines.htm>

#### **D. NCLEX-PN – Licensure Exam**

**Best resource is the National Council of State Board of Nursing or NCSBN. The NCSBN write the Licensure Exam - [www.ncsbn.org](http://www.ncsbn.org)**

NCLEX-PN Detailed Test Plan April 2017 (updates every 3 years)

[https://www.ncsbn.org/PN\\_Det\\_Test\\_Plan\\_2017.pdf](https://www.ncsbn.org/PN_Det_Test_Plan_2017.pdf)

Report of Findings from the 2015 LPN/VN Nursing Knowledge Survey (2016) – updates every 3 years, watch for invitation to participate in this survey.

<https://www.ncsbn.org/9485.htm>

NEW - 2018 LPN/VN Practice Analysis: Linking the NCLEX-PN Examination to Practice (2019) – updates every 3 years <https://www.ncsbn.org/13443.htm>

NEW - Next Generation NCLEX Project – LPNs will be included in this new generation of NCLEX. Possibly in 2022.

<https://www.ncsbn.org/next-generation-nclex.htm>

NEW -NGN NCLEX News – newsletter, can get free subscription through NCSBN

<https://www.ncsbn.org/ngn-resources.htm>

NEW- NGN Presentations – videos that describe the NGN development

<https://www.ncsbn.org/ngn-talks.htm>

## **E. Initiatives in Nursing in PA affecting the Role of the LPN**

1. **PA State Board of Nursing - Proposed Nursing Education Regulations** that will affect PN education in PA (has not progressed in regulatory process as of 5/18)
  - a. Accreditation Requirement -- Nursing Accreditation for PN Programs
  - b. Accreditation Requirement - PDE and/or US DOE recognized agencies for accreditation for Governing Organization (a major WIN for PAPNA)
  - c. Prescriptive Admission Requirements - High School Transcript – 2 Math and 2 Science with Science Lab
  - d. All Faculty must have MSN within 5 years of hire

### **2. PA Action Coalition - <http://www.paactioncoalition.org/home.html>**

- a. Statewide coalition of nursing and non-nursing stakeholders endorsed by the Campaign for Action: Future of Nursing (Joint initiative of the Robert Wood Johnson Foundation and AARP) to implement the IOM recommendations Future of Nursing Report
- b. Regional Coalitions Relaunched - apply now to participate  
<http://www.paactioncoalition.org/regions.html>
- c. Education relates to a number of the IOM recommendations, including:
  - Implement Nurse Residency Programs
  - Increase the proportion of nurses with a baccalaureate degree to 80% by 2020
  - Double the number of nurses with a doctorate by 2020
  - Ensure that nurses engage in lifelong learning
  - Nurses with doctorates are needed to teach the next generation of nurses, to advance nurse-led science and discovery, and to provide nursing leadership for the nation.

A key goal is to make it easier for nurses who are in school now to continue their education, and for nurses already in the workforce to return to school.

Comment: PN educators **are** educating the next generation of nurses...any many do that well without a terminal degree.

### **d. PAPIN - Pa Academic Progression in Nursing (Subcommittee of APIN)**

Developing plan for seamless progression in education in PA. Researching various national models.

Results - Majority of PN Programs (64%) do not have formal articulation agreements for PN to ADN. 71% of those programs with articulation agreements -- LPN was required to repeat classes in RN program

### **(2018) - Academic Progression in Nursing Brochure - LPN in Progression**

<http://www.paactioncoalition.org/publications/item/490-papin-the-value-of-the-bsn-brochure.html>

## **F. National League for Nursing Support of PN Role**

### NLN VISION SERIES

A Vision for Recognition of the Role of the Licensed Practical/Vocational Nurses in Advancing the Nation's Health (Sept, 2014)

[http://nln.org/docs/default-source/about/nln-vision-series-%28position-statements%29/nlvision\\_7.pdf](http://nln.org/docs/default-source/about/nln-vision-series-%28position-statements%29/nlvision_7.pdf)

### NLN Reflections and Dialogue

Recognizing the Vital Contributions of the Licensed Practical/Vocational Nurse (Sept, 2011)

<http://nln.org/about/position-statements/nln-reflections-dialogue/read/dialogue-reflection/2011/09/02/reflection-dialogue-8---recognizing-the-vital-contributions-of-the-licensed-practical-vocational-nurse-september-2011>

## **G. NLN Support of PN Nurse Educators**

PN Curriculum Resources including free developing case studies – the ACE program has expanded to care for persons with disabilities (ACE-D), pediatrics (ACE-P), and caregivers (ACE-C) (Based on NLN Competencies Model 2010)

<http://www.nln.org/professional-development-programs/teaching-resources/practical-nursing>

Aging - Advancing Care Excellence for Seniors (ACES-S) and Advancing Care Excellence for Alzheimer's Patients and Caregivers (ACES-Z) - challenges in BEST Practices and challenges in care of older adults.

<http://nln.org/professional-development-programs/teaching-resources/aging>

Advancing Care Excellence for Veterans - ACE-V

<http://nln.org/professional-development-programs/teaching-resources/veterans-ace-v>

Certification for Nurse Educators -- only 4% of PN educators are certified

<http://nln.org/professional-development-programs/Certification-for-Nurse-Educators>

## H. PAPNA - Advocacy at the Local, State, National Level – [www.PA-PNA.org](http://www.PA-PNA.org)

How can you elevate the LPN to be valued and employed to full scope of practice?

**Action Plan - Clinical Partners Collaboration - Nurse Educators can't do it alone!!**

**Local** - Practice partners to elevate advocacy and value of PN role

Alumni group advocacy

Highlight local PNs - role, activities, community service

Educating the Community

**Educating the RN - this a an important local initiative**

Media and Public Relation

**State** - State Board member representation

PAPNA Campaign

PAPNA website -- update information about PN value

Twice annual press releases to local news sources

**National** - NLN Membership

NLN Summit - PN Educator Poster or Session Presentation

STTI National Conference PN Educator Poster or Session Presentation

NLN and STTI National Research Conference - PN Educator or Session Presentation

Participate in Research Projects

Lisa Day, PhD, RN, CNRN, CNE - Duke University is interested in doing research on LPN and PN education

Pam Ironside, PhD, RN, FAAN, ANEF is open to PN

research in Research Repository (but looking for funding)

**National** – Sigma Theta Tau International Membership

NERC Research Conference – every two years, collaborative with NLN

Consider presentation and/or Poster presentation

Network with researchers to consider PN Education or LPN workforce for research topic or inclusion in research

**PAPNA Resources** – To promote the LPN in Pennsylvania, find solutions

**PAPNA's White Paper - Practical Nursing – Front and Center.** The Role, Trends, and Future of Practical Nursing in Pennsylvania

[https://docs.wixstatic.com/ugd/ba1834\\_ee878a384e974f749299496f20b044cb.pdf](https://docs.wixstatic.com/ugd/ba1834_ee878a384e974f749299496f20b044cb.pdf)

**EMAIL SHOUTOUT**– as a member of PAPNA your email address is added to the email blast sent out by the President or Secretary (they keep an updated blast list)

If you have an issue or question, send it to the PAPNA President. It will be forwarded to all members as a “shout out”. Members will respond to the group or you personally. Quick way to talk to your peer group, get support, and answers!!

## I. Policies

- a. Critical, it is how you are measured in compliance by SBON, Accreditation, VA, others
  - i. Program Policies
  - ii. Student Policies
  - iii. Financial Aid Policies

## J. Resources/Websites

- a. **PNAP** – Pennsylvania Nurses Assistance Program [www.PNAP.org](http://www.PNAP.org)  
For students (incoming or enrolled) and faculty with drug and alcohol issues
- b. **PA Bulletin** - <http://www.pabulletin.com/index.asp>  
Updated every Saturday, check weekly for regulations. When posted in the Bulletin it is regulation is considered effective.
- c. **PA State Board of Nursing**  
Nursing Education Advisor – Dr. Sue Petula  
<http://www.dos.pa.gov/ProfessionalLicensing/BoardsCommissions/Nursing/Pages/default.aspx>
- d. **Verify a License** – Pennsylvania Licensing System or PALS  
<https://www.pals.pa.gov/#/page/default> - Home page  
<https://www.pals.pa.gov/#/page/search> - to check for licensure  
New: Educator work place listed under license prerequisite information
- e. **Financial Aid** – [www.ifap.ed.gov](http://www.ifap.ed.gov)
- f. **National League for Nursing** – [www.nln.org](http://www.nln.org)
- g. **Nursing Organization Accreditation for Practical Nursing (what SBON wants you to seek)**
  - i. **ACEN** - [www.acenursing.org](http://www.acenursing.org) (Title IV gatekeeper)
  - ii. **CNEA** - [http://www.nln.org/accreditation-services/the-nln-commission-for-nursing-education-accreditation-\(cnea\)](http://www.nln.org/accreditation-services/the-nln-commission-for-nursing-education-accreditation-(cnea)) (not a Title IV gatekeeper)

## K. Personal Professional Development

- a. Master's Degree (Nursing Education)
- b. Doctorate
  - i. PhD (researches, creates new knowledge)
  - ii. DNP (applies new knowledge to practice)
  - iii. EdD (Education focus in nursing education)
- c. CNE – Certified Nurse Educator
  - i. Very few PN Nurse Educators have this certification
  - ii. Gives credibility to Nursing Educators (through NLN)
  - iii. Consider this certificate to be a role model for your faculty

## ABOUT PAPNA

### Membership

- Most of the 54 approved PA PN Programs participate
- Annual Dues affordable

### Conferences

- every 6 months, usually at Best Western Country Cupboard in Lewisburg
- May– Faculty Day (Wed), Admin Conference (Thurs), Business Meeting (Fri)  
Oct – Admin Conference (Thurs), Business Meeting (Fri)

### Bylaws

### Elected Officers

### Committees

### Strategic Plan

Advocacy – advocating for PN education and the importance of the LPN role

**Join and Participate – We are a mighty networking organization**