The North Dakota State University College of Health Professions is committed to the university’s land-grant mission to create solutions for challenges affecting the state and its citizens.

STATISTICS SHOW CRITICAL NEED FOR HEALTH CARE PROFESSIONALS IN NORTH DAKOTA

- 81% of North Dakota’s 53 counties are designated as health professional shortage areas
- North Dakota will have 4,430 registered nurse openings through 2020, according to a national report from the Georgetown University Center on Education and the Workforce
- North Dakota has 41 federally designated, medically underserved areas
- The ratio of RNs to population is anticipated to drop 39% by 2032, dependent on population growth
- In 2014-15, the average number of job openings for nurses in North Dakota highlights the critical need for nurses:
  - 511 openings/month for RNs (total RN postings of 6,132)
  - 112 openings/month for LPNs (total LPN postings of 1,342)
  - 60 openings/month for nurse practitioners (total postings of 722), majority in Cass, Grand Forks and Williams counties
- Vacancy rates for RNs at 7.3% for rural hospitals and 8.10% for urban hospitals in 2014

Data from the January 2016 North Dakota Nursing Education, Supply and Demand Chartbook, North Dakota Center for Nursing
• Health disparities for American Indians in North Dakota are pronounced, with the average age at death being 20 years younger than the white population

• American Indians diagnosed with diabetes who are age 18 and older have about twice the rate of diabetes as the white population in North Dakota at 12.7% compared to 6.6%

**IMPACTS ARE FAR-REACHING**

The growing need for health care professionals in North Dakota impacts its citizens and hundreds of health care facilities, including hospitals, nursing homes, clinics, home health, mental health, addiction counseling and other services.

• Impacts of the workforce shortage in health professions are long-lasting, which can result in a lack of access to care, affecting health of all populations in the state including seniors, families and rural areas.

• These inter-related challenges require the committed, collaborative and coordinated efforts of lawmakers, education, health care providers and government to develop both short-term and long-term strategies to meet this challenge.

**NDSU RESPONDS TO THE REGION’S CRITICAL HEALTH CARE WORKFORCE NEEDS BY:**

• Providing graduates in pharmacy, nursing, allied sciences and public health to serve the state

• Expanding the role of pharmacists as providers to address the critical shortage of health care providers

• Advancing health care knowledge and practice through innovative research that improves treatment of human conditions such as cancer

• Improving access to health care and to health professionals in rural communities through telehealth

• Promoting interprofessional team-based care to ensure that graduates are both “team-ready” and “practice-ready” upon graduation

• Expanding the pre-licensure Bachelor of Science in Nursing program from 64 graduates per year to 96 per year

• Identifying the ability to expand to 128 nursing graduates per year in Fargo, although program increases are constrained by accreditation concerns that cite lack of sufficient space

• Graduating 80 students per year from NDSU Nursing at Sanford Health in Bismarck (pre-licensure BSN)

• Strengthening the Licensed Practical Nurse to Bachelor’s of Science in Nursing program which graduates 32 per year

• Providing an online blended Registered Nurse to Bachelor’s of Science in Nursing program to eventually graduate up to 60 students per year

• Expanding the Doctor of Nursing Practice / Nurse Practitioner program to the Bismarck campus to graduate five students per year in Bismarck and 10 per year in Fargo

• Initiating plans that lead to producing approximately 315 nursing graduates annually, including Fargo and Bismarck locations

• Forging an educational model where students in pharmacy, nursing, dietetics and social work collaborate as an interprofessional team to ultimately improve the quality of health care

• Training health care professionals who stay in North Dakota, with approximately 80% of NDSU nursing graduates annually staying in the state and 90% of North Dakota pharmacists being NDSU graduates

• Addressing health care disparities in American Indian and other underserved populations

• Introducing students to health care practices in rural communities

**PLAN UNDERWAY TO FURTHER DEVELOP HEALTH CARE WORKFORCE**

The College of Health Professions plan includes expanding student enrollments to address critical workforce shortages of health professionals in the state, especially in nursing. The plan will:

• Address accreditation concerns about lack of sufficient space that impede improvements needed for continued accreditation

• Enhance teaching, research, clinical lab, student study spaces and health professions library space
INTERPROFESSIONAL HEALTH CARE EDUCATION HELPS MEET FUTURE NEEDS

To meet the state’s ongoing and growing need for health care professionals, the NDSU College of Health Professions identified a critical need for additional space to train health care workers. Our goal is to establish space for interprofessional education where students work in collaborative teams, just as they will in hospitals, clinics and other health care settings upon graduation. Here’s why:

• National accreditation bodies have cited these needs after on-site visits

• Sudro Hall was built in 1960, with much of its construction bearing the mark of an era where health care education was delivered very differently than today

• Building a $35 million, 94,000-square-foot addition to Sudro Hall would provide facilities to train greater numbers of health professionals to serve the region, helping to alleviate the workforce shortage in the long-term

• Creating enhanced space for simulated training at NDSU will integrate concept pharmacy, nursing simulation, assessment and skills laboratories into one highly efficient training facility, rather than the current segregated training locations

• Health care disparities and lack of infrastructure for mental health services and addiction counseling and treatment also are significant challenges for the state

• A Faculty Practice Clinic to offer clinical opportunities for students and faculty to put their interprofessional team-based care skills into practice with patients would help address the shortage of providers, taking some pressure and high demand off existing health care facilities
BARRIERS EXIST TO MEET HEALTH CARE WORKFORCE CHALLENGE

Students in the College of Health Professions at NDSU receive the most up-to-date training possible to serve patients, but limited physical space and other factors constrain the number of students who can be admitted to the programs.

- Expanding the number of preceptors and clinical training sites for students requires additional commitments from health care providers to provide more clinical rotations for students to graduate
- A limited number of preceptors and clinical training sites for students across the state, especially for nursing education, presents a major hurdle for training programs to allow further expansion of health professions programs
- Additional faculty and facilities are needed to accommodate the needed growth
- Obtaining sufficient funding is necessary to support the growth

THE PIPELINE TO SUPPLY GRADUATES IN THE HEALTH CARE PROFESSIONS IS EQUIVALENT TO A GARDEN HOSE.

A PIPELINE THE SIZE OF A FIRE HOSE OR LARGER WILL BE NEEDED TO MEET THE RAPIDLY ESCALATING HEALTH CARE NEEDS OF THE STATE.

BEHIND THE STATISTICS

Health care providers and citizens of the state are directly impacted by the health professions workforce shortage.

- How will we provide an increasing aging population with services needed to manage diabetes, obesity, substance abuse and other chronic health conditions?
- How will underserved populations access care?
- How will we address a growing need for addiction and mental health services?
- What changing roles of health professionals will be needed to address North Dakota’s future health care needs?
- What will happen to the future quality of health care in North Dakota if these issues are not addressed?

WE ARE COMMITTED TO SERVING NORTH DAKOTA

The College of Health Professions at NDSU includes the School of Pharmacy, School of Nursing, Department of Allied Sciences, the Department of Public Health, Family HealthCare Pharmacy and the North Dakota Telepharmacy Project. Approximately 80,000 rural citizens have had their pharmacy services retained, restored or established through the telepharmacy program, adding approximately 80 to 100 jobs and approximately $26.5 million annually in economic impact to the local rural economy.

In collaboration with health care providers and additional groups, the NDSU College of Health Professions provides a critical link to supply a steady stream of health professionals serving North Dakota. We provide a crucial supply of highly qualified graduates to serve patients and we would like to do more to meet the region’s health care needs.

Statistical sources:
https://cew.georgetown.edu/report/nursingprojections/
NDSU College of Health Professions

www.ndsu.edu/healthprofessions