

## *The American Association of Colleges of Nursing on the impact of the economy on the nursing shortage*

**The current downturn in the U.S. economy** has led to an easing of the nursing shortage in some parts of the country. Though the nursing workforce is showing signs of stabilizing, workforce analysts caution nurse educators, policymakers, employers, and other stakeholders from calling this the end of the nursing shortage. AACN developed this document to help explain how the ailing economy is impacting the

### BREAKING NEWS

supply of registered nurses (RNs), share the latest projections on the need for nurses, and offer advice that can be shared with new nursing graduates seeking positions during this time.

### Short-term easing of the nursing shortage

**In an article published in** the July/August 2009 issue of *Health Affairs*, Dr. Peter Buerhaus and colleagues confirmed that the economic recession has led to a temporary easing of the nursing shortage in some parts of the country, even though the shortfall in the number of nurses needed is expected to grow to 260,000 by the year 2025. In the near-term many hospitals will report an end to the shortage, and new nursing graduates may experience difficulty finding jobs, but these workforce analysts caution that a significant nursing shortage still looms.

### Advice for new nursing graduates

**There are anecdotal reports that** new graduates in some parts of the country are having to look harder to locate their first position in nursing. Students nearing completion of their programs should begin their job search early so they can transition smoothly into practice after graduation. While still in school, students can look for internships and externships that may lead to future employment.

Registered nurse positions are still available across the country, and new nurses may want to consider broadening their job search across state lines. New graduates should also look for positions outside of hospitals since almost half of all RNs now work in other settings, including community health, ambulatory care, nursing homes, schools and businesses.

Newly graduating nurses should be encouraged to advance their education to the doctoral or master's level to meet the need for nurses to fill specialty roles and faculty positions:

Opportunities are increasing for graduate-prepared nurses in the area of primary care. According to a survey published in *JAMA* in September 2008, only 2% of fourth-year medical students plan to work in primary care after graduation, despite the need for a 40% increase in the number of primary care physicians in the U.S. by 2020. The Bureau of Labor Statistics reported in December 2009 that the employment outlook for advanced practice nurses as lower-cost, primary care providers is strong.

The need for nurse educators has been well-documented, and available teaching positions exist across the country. For the latest details about the Nurse Faculty Shortage, see <http://www.aacn.nche.edu/Media/FactSheets/FacultyShortage.htm>.

New graduates should be encouraged to pursue advanced education in areas of growing demand (e.g., geriatrics) as well as areas of emerging areas of practice (e.g., informatics, genetics, advanced generalist roles).

In the November 26, 2008, issue of the *Journal of the American Medical Association (JAMA)*, nursing workforce analyst Dr. Peter Buerhaus points to many factors contributing to the current stabilization of the nursing workforce, including:

- The economy is bringing many retired nurses back into the workforce.
- Nurses who had planned to retire are holding on to their positions.
- Some nurses who were working part-time have taken full-time positions. Others are working extra shifts to provide more financial support for their families, particularly in situations where a spouse has been laid off.

The American Hospital Association reported in November 2008 that hospitals are treating fewer patients because many people are delaying procedures or not seeking care due to a loss of insurance and

### Automated phone system discontinued

**In its endeavor to provide** the most up-to-date information to our applicants, CGFNS recognizes that Web technology has surpassed automated telephone technology and therefore will discontinue providing information through its Automated Phone System.

Effective 17 April 2010, applicants who have used the Automated Phone System at +1 (215) 599 6200 to check their application status should now do so using CGFNS Connect on our Web site at <https://www.cgfns.org/cerpassweb/login.jsp>.

Once users register for CGFNS Connect online, the service is available 24 hours a day, 7 days a week at no cost. To register, follow the instructions at <https://www.cgfns.org/cerpassweb/login.jsp>.

Applicants can also telephone Customer Service during the office hours posted on the Contact Us Web page at <http://www.cgfns.org/cerpassweb/processContactUs.do>, where there is also an email form to contact us during specified hours.

## An update on U.S. immigration reform

The new immigration bill, titled The Comprehensive Immigration Reform for America's Security and Prosperity Act of 2009 (HR 4321) has been referred to subcommittee in the House of Representatives, but no hearings have been scheduled. Presently, there are 97 cosponsors that include the Hispanic, Asian-Pacific, Progressive and Black Caucuses.

The bill covers border security, detention and enforcement, due process protections, employment verification, legalization of undocumented immigrants, strengthening America's workforce and visa reforms.

There are several visa reform provisions that are relevant to health care workers, one allowing unused visas from 1992–2008 to be used in the future. The bill would roll over into the next fiscal year any unused

visa allotments, which could effectively increase the number of visas available. Family members are not counted toward the visa quotas and, in addition, there are increased numbers of visas per country. Yet another provision exempts foreign nurses from quota limits and one more provides funding for new programs that develop and train nurses and other health care workers.

HR 4321 will require employers to attempt to recruit U.S. workers before they apply for H-1B visa holders. Although the bill

The H-1B fiscal year opened on 1 April 2010. As of the end of April, less than 16,000 of those visa applications had been filed, but it could be that the quota will not be met until the end of this year. The U.S. Department of Homeland Security reports that they are fulfilling visas for those in China and the Philippines who filed before April 2003. The department is also working on visa applications from India from October 2001.

The U.S. Department of State has announced that it will issue visas for only one year for Mexicans applying for H-1B and Trade NAFTA status (TNs). This is a reversal for TNs from the three-year visas announced in 2008 and may be in response to changes that Mexico put in place for U.S. workers there. This reciprocity is an agreement under NAFTA.

does not cover everything needed and will be subject to revisions, it is a baby step toward Congressional immigration discussions.

Nothing has been introduced to the Senate, however, in March, Senator Schumer [D] from New York and Senator Graham [R] from South Carolina offered a conceptual framework for immigration reform. Some were encouraged by the bipartisan collaboration, but, unfortunately, it has dissipated.

President Obama indicates that he is committed to comprehensive immigration reform. The administration is receiving pressure to act from the Hispanic community, which believes that the President is not aggressively pursuing policy change as he promised during his campaign. However, he has stated that discussions will begin this year, but has

also vocalized the difficulty that Congress will face in moving such legislation in an election year, with high unemployment and in light of recent terrorist activities involving immigrants who are legally in the United States. In addition, the recent action by the state of Arizona that allows law enforcement to stop and require proof of legal residency has made immigration a state's rights issue and not only a national policy issue. Twelve other states have introduced or are planning to legislate similar policies.

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## Nursing practice in the United States

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*This column will continue in future editions of Special Notices + Alerts.*

### Choosing a recruiter

**The majority of nurses in** the United States work in hospitals, followed closely by public/community health and ambulatory care settings, nursing homes and extended care facilities. Regardless of the practice you chose, it is beneficial for you to work in a facility that provides a supportive environment for nurses, including nurses born or educated outside the United States.

Due to the global nursing shortage, a worldwide proliferation of commercial recruiters has developed. There are many ethical recruiters with transparent policies who employ best practices. They often also provide transition and acculturation programs to ensure that their nurses are comfortable in their new employment positions.

However, you should investigate your recruiter carefully before agreeing to become a client. There are some poorly funded recruiting firms that require nurses to pay for their own examination review courses and travel expenses. Some recruiters

have charged the same fees twice — from both the nurses and their employer. And some recruiters have left promises unfulfilled, misrepresented positions and resources, and charged unwarranted fees. Therefore,

Contact others who have used recruiters to determine if their experiences were positive. Do a search on the Internet about the recruiter you are considering — check to see if the recruiter is a member of the national Association of Healthcare Recruiters (NAHCR) or the American Association of International Healthcare Recruitment.

Remember, nurses using recruiters to assist with the migration process have the right

- to be treated fairly and equitably, without intimidation
- to know that their contract will not be modified unless agreed upon by both parties and
- to review their contract fully before signing.

# Door-to-door visits begin for 2010 Census

## Census takers to follow up with about 48 million households nationwide

About 635,000 2010 Census takers across the nation begin going door to door tomorrow to follow up with households that either didn't mail back their form or didn't receive one. An estimated 48 million addresses will be visited through July 10.

*The Census Bureau has stringent systems in place to ensure that people can feel safe when they open their door to a census taker*

"America's had a very successful first half of the 2010 Census, where more than 72 percent of the nation's households mailed back their census forms", U.S. Census Bureau

Director Robert M. Groves said. "But achieving a complete and accurate census requires us to now go door to door to count all the remaining households we've not heard back from."

If a 2010 Census worker knocks on your door, here are some ways to verify that person is a legitimate census taker:

- The census taker must present an ID badge that contains a Department of Commerce watermark and expiration date. The census taker may also be carrying a black canvass bag with a Census Bureau logo.
- The census taker will provide you with supervisor contact information and/or the local census office phone number for verification, if asked.
- The census taker will only ask you the questions that appear on the 2010 Census form.
- The 2010 Census taker will not ask for social security number, bank account number or credit card number and will never solicit for donations or contact you by e-mail.

In most cases, census workers will make up to six attempts at each housing unit address to count possible residents. This includes leaving notifications of the attempted visit at the house or apartment door, in addition to trying to reach the household by phone to conduct the interview or schedule an in-person interview.

"If a census taker knocks on your door, please help by providing the basic information required for the census", Groves said. "Your answers are strictly confidential. There are just 10 questions on the form and it should only take about 10 minutes to complete."

Census takers will go to great lengths to ensure that no one is missed in the census. After exhausting their efforts to do an

in-person interview with a resident of an occupied housing unit, they will seek out proxy sources — a neighbor, a rental agent, a building manager or some other knowledgeable person familiar with the housing unit — to obtain as much basic information about the occupants as they can.

Some households will receive a visit even though they may have mailed back their form. If the form arrived too late to be processed before nonresponse follow-up packets were sent to one of the 494 local census offices, the household occupants must still be interviewed when the census taker arrives. The Census Bureau is urging cooperation and patience with the census takers, as this is the best way to ensure that everyone is counted properly.

CONTINUED ON PAGE 4

## The American Association of Colleges of Nursing on the impact of the economy on the nursing shortage

CONTINUED FROM PAGE 1

the high cost of health care. The trend toward delaying care was confirmed by the Kaiser Family Foundation in February 2009.

Hospitals are also feeling the impact of the economy, which has led to a few closings, some downsizings, and hiring freezes. All of these developments result in more RNs seeking employment.

### Current and projected need for nurses

On December 4, 2009, the U.S. Bureau of Labor Statistics (BLS) reported that the healthcare sector of the economy is continuing to grow, despite significant job losses in nearly all major industries. Hospitals, long-term care facilities, and other ambulatory care settings added 21,000 new jobs in November 2009, a month when 85,000 jobs were eliminated across the country. As the largest segment of the healthcare workforce, RNs likely will be recruited to fill many of these new positions. The BLS confirmed that 613,000 jobs have been added in the healthcare sector since the recession began.

Changes in the employment patterns of current RNs (e.g. delaying retirement, working longer hours) are not adding nurses into the workforce to fill new positions that are being created for RNs. Analysts with the Bureau of Labor Statistics project that more than 581,500 new RN positions will be created through 2018, an increase of 22%.

In an article published in CNNMoney.com on February 27, 2009, the CEOs of two of the nation's largest healthcare systems — Tenet Healthcare and HCA, Inc. — confirmed the strong need for more RNs even as hospitals are reducing their use of nursing staffing companies. Tenet's CEO said: "Anyone with a nursing degree in this country does not have to worry about having a job."

For the latest reports and data on the nursing shortage, see AACN's fact sheet posted online at <http://www.aacn.nche.edu/Media/FactSheets/NursingShortage.htm>.

## CGFNS office hours

Beginning May 7, 2010, our offices will be closed on the following Fridays: May 7, May 21, June 4, June 18, July 2, July 16, July 30, August 13, August 27 and September 10. Applicants can check their application status on our Web site at <https://www.cgfns.org/cerpassweb/login.jsp> during these days.

For additional information about CGFNS and its services, contact: CGFNS International, 3600 Market Street Philadelphia, PA 19104-2651 USA; telephone: +1 (215) 222 8454.

# Important information regarding required Social Security Numbers for California licensure applicants

The California Board of Registered Nursing (BRN) will no longer accept applications that do not contain a U.S. Social Security Number. The Nursing Practice Act provides for a unified examination and licensing application. Once an applicant passes the examination, a license is automatically issued. Under these circumstances the BRN cannot accept applications for the examination and licensure without a U.S. social security number.

Pursuant to Section 30(c) of the Business and Professions code the board may not process any application for licensure unless the applicant provides a U.S. social security number.

## BREAKING NEWS

Nurses schooled outside the United States wanting to practice in California are advised to take the NCLEX-RN® for another state that does not require them to have a social security number. Upon receipt of their social security number they will be eligible to request endorsement from California in order to practice nursing in that state.

Section 30 of the Business and Professions code states in part: "30. (a) Notwithstanding any other provision of law, any board, as defined in Section 22, and the State Bar and the Department of Real Estate shall at the time of issuance of the license require that the licensee provide its federal employer identification number, if the

licensee is a partnership, or his or her social security number for all others. (b) Any licensee failing to provide the federal identification number or social security number shall be reported by the licensing board to the Franchise Tax Board and, if failing to provide after notification pursuant to paragraph (1) of subdivision (b) of Section 19528 of the Revenue and Taxation Code, shall be subject to the penalty provided in paragraph (2) of subdivision (b) of Section 19528 of the Revenue and Taxation Code.

(c) In addition to the penalty specified in subdivision (b), a licensing board may not process any application for an original license unless the applicant or licensee provides its federal employer identification number or social security number where requested on the application."

Nurses should contact their immigration attorney regarding the visa process.



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## Door-to-door visits begin for 2010 Census

### CONTINUED FROM PAGE 3

Households that didn't receive a form by mail, including those that pick up their mail from post office boxes, will be visited by census workers as part of the follow-up plan. The Census Bureau doesn't mail forms to post office boxes because responses must be associated with a specific residence location, not the post office box location.

The part-time, temporary census workers are hired from the communities they serve to obtain the remaining census responses. Census workers are your neighbors; they are familiar with the neighborhood and are working to ensure that it is accurately and completely represented.

The Census Bureau has stringent systems in place to ensure that people can feel safe when they open their door to a census taker. All census takers undergo an FBI background check that includes both name and fingerprint checks. All have taken an oath for life to protect the information they collect and understand that they face stiff penalties, jail time or both for any disclosure of personally identifiable information.

Note that the Census Bureau conducts several surveys in addition to the 2010 Census. For example, the American Community Survey is sent to approximately 3 million households annually and also involves follow-up from census workers. More information about the American Community Survey can be found on the Census Bureau Web site [www.census.gov/acs](http://www.census.gov/acs).

### About the 2010 Census

The 2010 Census is a count of everyone living in the United States and is mandated by the U.S. Constitution. Census data are used to apportion Congressional seats to states, to distribute more than \$400 billion in federal funds to tribal, state and local governments each year and to make decisions about what community services to provide. The 2010 Census questionnaire will be one of the shortest in U.S. history and consists of 10 questions, taking about 10 minutes to complete. Strict confidentiality laws protect the respondents and the information they provide.

More information, fact sheets and multimedia are available on the Census Bureau's online news room at [www.2010census.gov](http://www.2010census.gov).

As with all 2010 Census information, address information, including GPS coordinates, is protected by the confidentiality requirements of Title 13 of the United States Code. All Census Bureau employees take an oath for life to protect identifiable information about individuals and businesses gathered by the agency. By law, the Census Bureau cannot share respondents' answers with the IRS, FBI, CIA or any other government agency. The penalty for unlawful disclosure is a fine up to \$250,000, a jail term of up to 5 years, or both.

See page 5 for the CGFNS Qualifying Exam® schedule

## CGFNS 2010 Qualifying Exam® schedule

A component of the Certification Program, the CGFNS Qualifying Exam® tests your nursing knowledge/understanding compared to how it is taught and practiced in the United States. The exam uses objective, multiple-choice and alternate item type questions designed by subject matter experts to help predict your likelihood of passing the NCLEX-RN® (National Council Licensure Examination for Registered Nurses) examination.

The instructions of your Certification Program application form asks you to select two different exam dates and a location.

Go to the **Test center locations and numbers** on the CGFNS Web site at [www.cgfns.org/sections/programs/cp/qecenters.shtml](http://www.cgfns.org/sections/programs/cp/qecenters.shtml) and select one or two locations for your test and enter the city's corresponding number on your application.

Then go to the **CGFNS Qualifying Exam® dates** page at [www.cgfns.org/sections/programs/cp/qedates.shtml](http://www.cgfns.org/sections/programs/cp/qedates.shtml) and select two dates for your test and enter the dates on your application.

Choose your exam date and location thoughtfully. Your application fee will be forfeited if you miss the exam and had not requested a change of date or location 10 weeks prior to that exam date. If you miss the exam, you will have to pay to reschedule the exam at a later date.

When you become eligible for the exam, we will try our best to schedule you for your first choice. An exam may be cancelled at a particular center if there are too few applicants rostered, a natural disaster or other adverse conditions. If your first choice is not available, you will be scheduled for your second choice.

Examination date	Deadline for new applications*	Deadline for reapplications*	Deadline to change location/test date
10 November 2010	18 August 2010	15 September 2010	1 September 2010

\*Application deadlines are firm unless extended by CGFNS. See our Web site at <http://www.cgfns.org/sections/programs/cp/cp-qe.shtml>

*Reprinted from the New York Times, 11 May 2010, By Nina Bernstein*

### Introducing the Really Green Card

It's called a "green card," but the identification that the authorities issue to lawful permanent residents has been white, pink, blue and beige — almost anything but green. Now it will be green, though that is the least high-tech feature of a redesign announced Tuesday by United States Citizenship and Immigration Services. The new card, which will replace those now in circulation as they are lost or renewed, incorporates holographic images, laser engraved fingerprints and radio frequency identification chips that will allow Customs and Border Protection officers at ports of entry to read the card from a distance.

[http://www.nytimes.com/2010/05/12/us/12brfs-INTRODUCINGT\\_BRF.html](http://www.nytimes.com/2010/05/12/us/12brfs-INTRODUCINGT_BRF.html)

### Test of Spoken English (TSE®) discontinued

**ETS, the Educational Testing Service, has reported that the Test of Spoken English (TSE®) will not be offered as of March 31, 2010. TSE scores are valid for two years after the test date. During that two years, TSE scores can be sent to institutions and agencies. Test takers who need to demonstrate their oral English-language proficiency can take the TOEFL® iBT™ (Test of English as a Foreign Language® Internet-Based Test), available at more than 4,500 testing sites worldwide.**

### CGFNS contact information

CGFNS Customer Service*	+1 (215) 349 8767
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Mailing address	Suite 400, 3600 Market Street, Philadelphia, PA 19104-2651
CGFNS Web site	<a href="http://www.cgfns.org">http://www.cgfns.org</a>
CGFNS Connect	<a href="https://www.cgfns.org/cerpassweb/intro.jsp">https://www.cgfns.org/cerpassweb/intro.jsp</a>
Apply/Check Status	<a href="https://www.cgfns.org/cerpassweb/login.jsp">https://www.cgfns.org/cerpassweb/login.jsp</a>
Email	<a href="https://www.cgfns.org/cerpassweb/processContactUs.do">https://www.cgfns.org/cerpassweb/processContactUs.do</a>

\*check sidebar on <https://www.cgfns.org/cerpassweb/processContactUs.do> for times

### Helpful Web sites

English proficiency examination providers

[www.ets.org](http://www.ets.org) [www.ielts.org](http://www.ielts.org)

United States Citizenship and Immigration Services

[www.uscis.gov/portal/site/uscis](http://www.uscis.gov/portal/site/uscis)

*Click here for the pdf  
"CGFNS services needed by nurses  
educated outside the United States for  
licensure by U.S. State Boards of Nursing"*