



BOARD of REGENTS
STATE OF LOUISIANA

HEALTH WORKS COMMISSION 2023 REPORT

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IMAGE SOURCES (Covers): Franciscan Missionaries of Our Lady University

IMAGE SOURCES (Interior): Louisiana Board of Regents, LSU Health Sciences New Orleans, LSU Health Sciences Shreveport, Louisiana State University A&M College, Nicholls State University, Northwest Louisiana Technical Community College, Southern University and A&M College

Commission Overview

This report provides an overview of the work of the Health Works Commission (HWC) during 2023. The table below (Table 1) provides an overview of the objectives of this Commission along with its two subgroups: the Nursing Supply and Demand Council and the Simulation Medical Training and Education Council of Louisiana. Following this overview of the HWC is the annual report of the Nursing Supply and Demand Council.

Table 1. *Health Works Commission Overview and Objectives.*

Group	Charge
Health Works Commission (La. R.S. 17:2048.51)	Coordinate resources relative to healthcare workforce development within various state departments and key organizations.
Nursing Supply and Demand Council (La. R.S. 37:1007)	Study all aspects of the supply of and demand for nurses in Louisiana, making annual reports to the Health Works Commission.
Simulation Medical Training and Education Council of Louisiana (La R.S. 17:2048.61)	Enhance the effective use of simulation training for students, faculty, residents, fellows and practitioners throughout the health professions statewide.

In 2023, these healthcare-related groups completed several recommendations previously set and undertook new initiatives to further enrich and expand healthcare-related fields. Tables 2 and 3 provide brief overviews of the current work of each of these groups.

Despite the advances of each healthcare-related group, significant progress must be made to meet the high level of need and demand for healthcare services in Louisiana. Looking forward to 2024, the Health Works Commission will continue to facilitate discussion and innovation to improve Louisiana's health workforce and overall health outcomes. In particular the Commission will be looking towards efforts to improve student success among healthcare related programs in order to improve the completion rate of targeted high need healthcare programs in the state.

Table 2. *Health Works Commission Activities.*

Action Item	Description
Initiated the Regional Healthcare Innovation Partnership Program	<p>To meet healthcare workforce regional needs, a request for applications was distributed in November 2022. This request for applications sought entities to establish regional healthcare innovation partnerships throughout Louisiana to increase the number of healthcare graduates in multiple regions. The application required academic programs to partner with one or more healthcare providers and/or regional not-for-profits to leverage public and private funds for the purpose of increasing the workforce pipeline to fulfill the healthcare workforce needs of the targeted region. Appendix B provides an overview of the nine institutions that were granted funding to initiate this program.</p> <p>This program utilized \$3.9M of the Healthcare Employment Reinvestment Opportunity (H.E.R.O.) Fund, created by Act 109 of the 2021 Regular Legislative Session. Presently this fund will exist until July 1, 2026, but the Commission has expressed interest in extending the timeframe of this fund to further maximize the pilot investment of the Regional Healthcare Innovation Partnership Program.</p>
Established the Nursing and Allied Health Capitation Programs	<p>These programs are intended to expand the state's nursing and allied health program capacity. In 2019, the state appropriated funds to these programs to promote an increase in Practical Nursing, Associate of Science in Nursing, and Bachelor of Science in Nursing enrollments. In 2021, with the establishment of the H.E.R.O. Fund, appropriations were made by the Health Works Commission for the creation and expansion of the capitation program for specifically identified allied health programs aimed at addressing those workforce shortages. Appendix C details the impact of funding made available to each System and/or institution.</p>
Created the Louisiana Council of Administrators in Nursing (LACANE) Faculty Grant	<p>The Faculty Grant was established with the goal of increasing the number of nursing faculty prepared at the master's or doctoral level to meet programmatic accreditation standards. In 2019, this program received \$100,000 from the Health Works Commission which was increased to \$200,000 in 2020. Appendix E provides an overview of the number of faculty utilizing this funding.</p>
Funded the Nurse Aide Testing for Certification	<p>Testing to become a certified nurse aide (CNA) is considered one of the barriers to obtaining certification as required by LDH. The Health Works Commission allocated funding to provide test waivers to those nurse aide students who are completing their program in the Louisiana Community and Technical College System. Appendix D details Academic Year 2022-23 testing waivers and funding distribution.</p>

Table 3. Council Activities.

<i>Nursing Supply and Demand Council</i>	
<i>Action Item</i>	<i>Description</i>
Submitted the Response to Senate Resolution No. 129 (SR 129) of the 2022 Regular Session	Senate Resolution No. 129 (SR 129) of the 2022 Regular Session of the Louisiana Legislature charged the Nursing Supply and Demand Council (NSDC) to conduct a study in order to improve statewide nurse retention in response to the nursing workforce shortage. To inform this study, all Licensed Practical and Registered Nurses in Louisiana were surveyed regarding factors impacting retention and wellbeing to determine contributing factors to the nursing workforce shortage. The goal is to explore factors contributing to retention and turnover so that actions can be better informed when implementing statewide retention strategies and creating meaningful ways to stabilize the nursing workforce shortage. In addition, this study also explores the wellbeing of nurses in Louisiana.

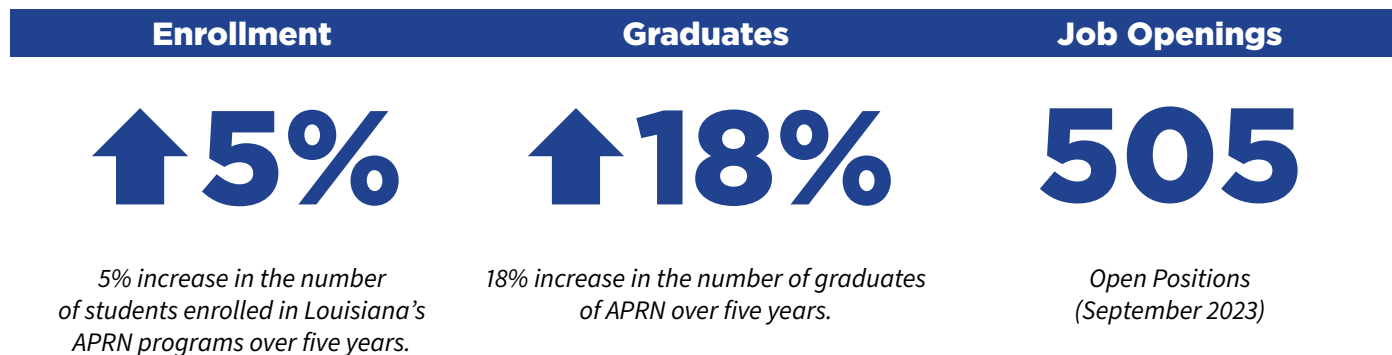
<i>Simulation Medical Training and Education Council of Louisiana</i>	
<i>Action Item</i>	<i>Description</i>
Facilitated Camp Fast Forward, a Middle School Healthcare Career Exploration Camp	This free-of-charge camp was geared towards middle school students to promote healthcare professions through simulation learning. The facilitator of this program, Southwest Louisiana Area Health Education Center, hosted eight different summer camps throughout the state, with a total of 159 students participating.
Conducted “Lunch and Learn” Webinars	Topics were selected and two virtual “Lunch and Learn” webinars were facilitated by the Council. The topics of the webinars included Coaching and Feedback Strategies in Simulation-Based Training and Debriefing as well as Selecting and Developing Simulation Scenarios and Cases. The first occurred in March 2023 and the second in September 2023, providing a free-of-charge professional development opportunity for faculty who support simulation training in Louisiana.

Nursing Supply and Demand Council Report

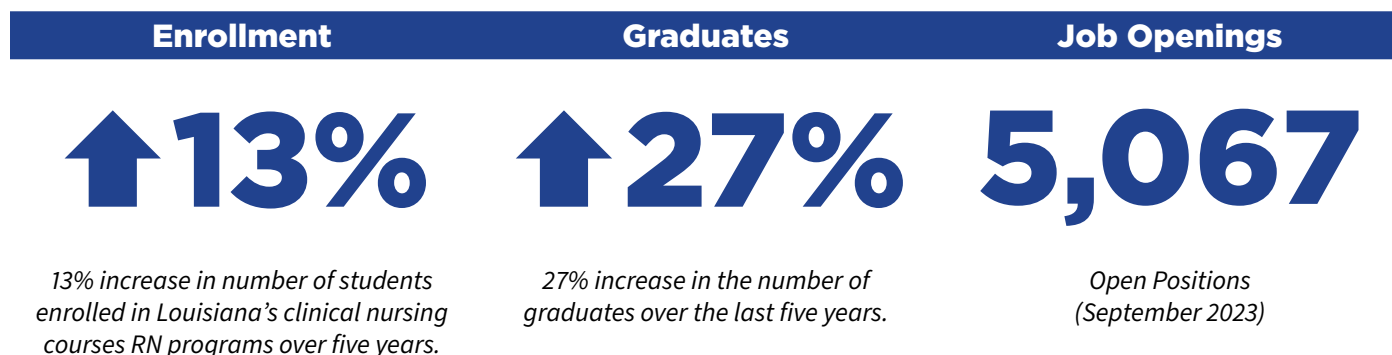
Key Takeaways

Enrollment and graduate information is over five years from 2018 to 2022.

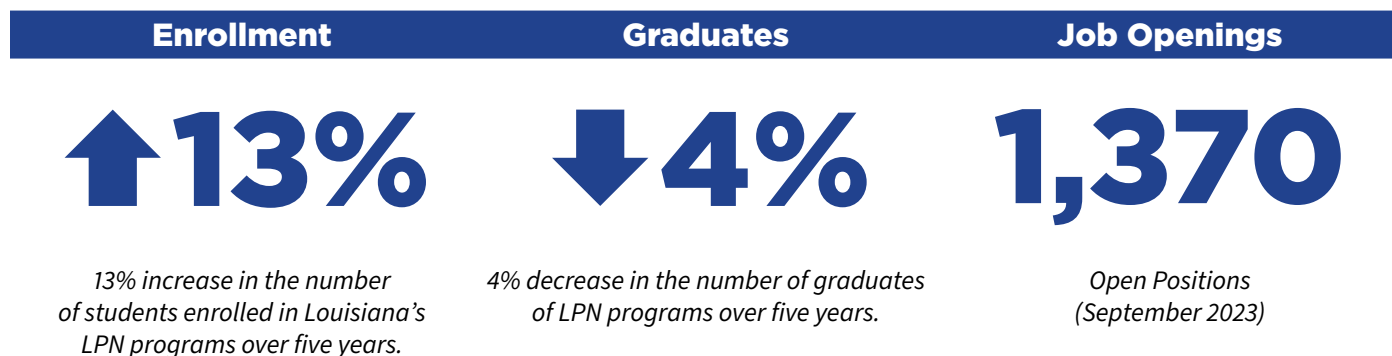
Advanced Practice Nurse (APRN)



Registered Nurse (RN)



Licensed Practical Nurse (LPN)



SOURCE: APRN and RN Data from LSBN Nursing Education Capacity in Louisiana Reports. LPN data provided by LSBPNE. Workforce data obtained from Louisiana Workforce Commission.



Introduction

The Nursing Supply and Demand Council (NSDC), a subset of the Louisiana Health Works Commission, is pleased to submit a report of its activities for 2023 and recommendations for 2024. The charge of the NSDC is to study all aspects of supply and demand for Advanced Practice Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Nurse Aides (NAs) in Louisiana. Information in this report was obtained from data captured in the most recent reports on Nursing Education Capacity in Louisiana and Nurse Supply, as well as from the Louisiana State Board of Practical Nurse Examiners annual report (LSBPNE) and the Louisiana Department of Health (LDH).

In the face of the ongoing demand for nurses at all levels, the Council continues to have concerns about the following:

- shortage of faculty;
- number of qualified students not admitted;
- nurse faculty salaries well below national median data;
- lack of assured, recurring supplemental funding for nursing education; and
- challenges related to increasing the diversity of Louisiana's nursing workforce.

Key Findings Pertinent to the Council's Charge

Advanced Practice Nurse

APRNs are registered nurses educated at the master's or post-master's level. APRNs include Certified Nurse Practitioners (CNP), Clinical Nurse Specialists (CNSs), Certified Registered Nurse Anesthetists (CRNAs) and Certified Nurse Midwives (CNMs).

► **Current Workforce**

In 2022, there were 9,048 APRNs holding an active Louisiana APRN license, which represents an 8% increase in number over the previous year (8,284 in 2021). Eighty-three percent (7,547) of the APRNs reported residing in Louisiana.

Of the APRNs residing in Louisiana, 78% (5,512) were Certified Nurse Practitioners (CNP), 20% (1,410) were Certified Registered Nurse Anesthetists (CRNAs), 1% (98) were Clinical Nurse Specialists (CNSs), and 1% (55) were Certified Nurse Midwives (CNMs).

Demographics. In 2022, 34% (2,545) of the APRNs residing in Louisiana were between 30 and 39 years of age and 31% (2,372) were between 40 and 49 years old. Twenty percent (1,522) of licensed APRNs living in Louisiana were between the ages of 50 and 59 and 12% (883) were 60 years or older, which is similar to last year's report.

In 2022, the racial distribution of APRNs residing in Louisiana was 80% White, 16% Black/African American, 1% Asian, and less than 1% for each of the other races (Two or More Races, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and Other). Two percent of APRNs in Louisiana were of Hispanic origin. The gender of APRNs residing in Louisiana is predominantly female, accounting for 80% (6,058), with 20% male (1,489).



► Demand

There are 391 open positions for Certified Nurse Practitioners, 114 open positions for Nurse Anesthetists, and no open positions for Nurse Midwives listed on the Louisiana Workforce Commission's website as of September 2023, which provides a snapshot of the demand.

The demand for midwifery positions presently at zero is due to multiple factors impacting the ability of facilities to hire certified midwives. There is a requirement for certified nurse midwives (CNM) to have a collaborative practice agreement with an OB/GYN, therefore without an OB/GYN being willing to hire or collaborate with a certified nurse midwife, there is less demand. Collaborating OB/GYNs must be credentialed at the same facility for the certified nurse midwives to practice at the facility as part of the collaborative agreement, which can limit opportunities for CNMs.

► Admission and Enrollment

In the 2020-2021 report year, there was a 5% decrease in the number of students admitted to APRN programs in Louisiana. Eighty-two percent (530) of the 647 new admits were admitted to NP programs and 18% (117) were admitted to CRNA programs. In 2022, 1,433 students were enrolled in Louisiana's APRN programs (79% of students were enrolled in NP programs, 21% in CRNA programs, and 0.1% students in CNS programs).

Demographics. In 2022, the racial distribution of students enrolled in Louisiana's APRN programs was 63% White, 25% Black/African American, 4% Hispanic/Latino, 4% Asian, and 4% Other. In 2022, approximately 37% of the students enrolled in Louisiana's APRN programs were minorities. In 2022, 15% of APRN students were male and 85% were female.

► Graduates

In the 2022 report year, a total of 435 students graduated from Louisiana's APRN programs, which represents a 39% decrease in number when compared to the 606 graduates in the previous report year (2021). In this report year, the majority of graduates were from NP programs (83%), followed by CRNA programs (17%). There were no graduates from CNS programs in the current report year.

Demographics. Thirty-two percent (138) of the graduates from APRN programs in Louisiana were minorities, compared to 33% (203) in the previous report year. Males represented 82 of the graduates from Louisiana's APRN programs compared to 89 in the previous report year. Forty-two percent (31) of the CRNA graduates were males.

► Pass Rate

In 2022, 367 APRN candidates sat for their respective certification exams. Three hundred forty-seven (347) candidates passed their certification exams, resulting in a 94.55% passage rate for the state.

► Faculty

In 2022, 67% (232) of graduate nurse faculty held a doctorate in nursing. In 2022, 63% (179) of graduate nurse faculty held a DNP, 18% (50) held a doctorate in a related field, 11% held a PhD in Nursing and 8% held a DNS.

There were 174 filled full-time graduate nurse faculty positions reported statewide, which reflects a decrease compared to 2021, during which 182 full-time graduate nurse faculty positions were filled. In 2021 ten vacant graduate nurse faculty positions were reported and 13 in 2022.

Demographics. In 2022, 85% of faculty teaching in graduate nursing programs in Louisiana were female. Twenty-two percent (76) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the 2022 report year.

Council Impressions

- There are loan forgiveness opportunities and other incentives for nurses to remain working at the bedside. This could be an attributing factor to APRNs choosing to work at the bedside or RNs not pursuing advanced education as an APRN.
- The COVID-19 pandemic caused increased salaries and wages for RNs practicing at the bedside. This, coupled with the unpredictable economy, may have resulted in more nurses staying in acute care positions in lieu of seeking additional education.
- The decrease in faculty positions may be attributed to retirement and the ending of grant funding and other initiatives.
- The Council discussed the need for more nurse midwives, citing the Louisiana Pregnancy Associated Mortality Review Report recommending expanded access to care. As state legislation to increase access to doulas and midwives for pregnancy-related care is adopted, it is noted that policies should also extend to women who are incarcerated.
- Attention was drawn to the need for PhD-degreed faculty, who are crucial to helping advance the science of nursing, but it was noted the reviewed data show numbers are decreasing. The Council will monitor in future reports.

Registered Nurse

RNs are licensed by the Louisiana State Board of Nursing upon passage of the NCLEX-RN exam and completion of a diploma program, an Associate of Science in Nursing program (2-year) or a Bachelor of Science in Nursing program (4-year). Two and Four-year programs exist at both public and private higher education institutions.

► Current Workforce

In 2022, there were 65,596 RNs holding active licenses in Louisiana, compared to 65,131 in 2021. Of those licensed RNs, 94% were Louisiana residents and 6% resided outside of Louisiana.

Demographics. In 2022, 18% (10,949) of licensed RNs living in Louisiana were 60 years or older and 20% (12,362) were between the ages of 50 and 59. These percentages do not reflect a significant change from 2021.

In 2022, the racial distribution of RNs residing in Louisiana was 78% White, 18% Black/African American, 2% Asian, and 1% or less for each of the other races (Two or More Races, Other, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander). Three percent of RNs in Louisiana were of Hispanic origin in 2022, which was unchanged from 2021. The gender of RNs residing in Louisiana continues to be predominantly female (88% female, 12% male).

► Demand

There are 5,067 open positions listed on the Louisiana Workforce Commission website in September 2023, which provides a snapshot of the demand.

Louisiana became a Nurse Licensure Compact (NLC) state in July 2019. Currently, there are 39 jurisdictions in the United States and its territories that are members of the NLC. The NLC increases access to care while maintaining public protection at the state level. Under the Compact, nurses can practice in other NLC states without having to obtain additional licenses. Because of this, nurses who are licensed in other Compact states are not required to be endorsed by the LSBN but instead automatically have the privilege to practice (PTP) in Louisiana. All nurses who receive original licensure by examination in Louisiana and meet the qualifications of the NLC receive a multi-state license (MSL), which then authorizes them to practice in any of the 39 U.S. jurisdictions that are members of the NLC. Additionally, nurses who move to Louisiana from an NLC jurisdiction can transfer their MSL to Louisiana through the endorsement process. Louisiana currently has 20,971 RN licensees and 5,825 LPNs with Louisiana MSLs. Additionally, our sister states of Texas, Mississippi, and Alabama have 338,533/95,057, 47,800/13,838, and 22,719/2,421 RN/LPN licensees with MSLs, respectively, all of whom can practice in Louisiana with a PTP and provide our state with additional nursing workforce.



Registered Nurses in Louisiana

► 2022	65,596
► 2021	65,131
► 2020	66,076
► 2019	69,647

► Admission and Enrollment

During the 2022 report year, LSBN approved 31 pre-RN licensure programs to prepare students to become candidates for initial RN licensure in Louisiana: one diploma program, 12 associate's degree (AD) programs, and 18 baccalaureate (BSN) programs. In the current report year, 81% (3,545) of the 4,363 qualified applicants were admitted to Louisiana's pre-RN licensure programs. Fifty-three percent (53%) of the 4,363 qualified applicants applied to BSN programs and 44% applied to AD programs. A lack of qualified faculty is the major contributing factor associated with the inability of Louisiana's pre-RN licensure programs to admit 818 qualified students during the current report year.

In 2022, there were a total of 2,445 RN candidates (2,412 in 2021) from nursing education programs in Louisiana who sat for the NCLEX-RN examination for the first time, which represents a 1% increase in the number of examinees. The passage rate on the NCLEX-RN exam on the first attempt for candidates from Louisiana in 2022 was 86.58%, which exceeds the 79.90% national passage rate. From January 1-May 31, 2023, 981 first-time candidates sat for the NCLEX-RN examination in Louisiana and 943 passed, for a 96.13% first-time pass rate. During that same period, ten candidates repeated the examination with eight passing, for an 80% pass rate. The total pass rate for all candidates in Louisiana during that time was 95.96%. For the summer period June 1-August 31, 2023, 113 first-time candidates sat for the NCLEX-RN examination in Louisiana and 113 passed, for a 100% first-time pass rate. Interestingly, these results include all candidates from April 1, 2023-August 31, 2023 taking the Next Generation NCLEX-RN exam. This reflects an almost 10% improvement since 2022 in nursing candidates taking and passing the NCLEX-RN exam.





In 2022, 13,284 students enrolled in postsecondary education settings in Louisiana declared nursing as their major, compared to 14,079 students in the last report.

In 2022, pre-RN licensure programs in Louisiana admitted 81% (3,545) of the 4,363 qualified applicants. This represents an increase in admitted applicants from 2021, during which 74% (3,717) of the 5,004 qualified applicants were admitted. Yet in 2022 there was a lower overall total number of qualified applicants.

Approximately 19% (818) of the qualified applicants were denied admission to Louisiana's Pre-RN licensure programs in 2022, compared to 26% (1,287) in 2021. In 2022, 63% of pre-RN students were enrolled in baccalaureate (BSN) programs, 35% in associate's degree (ADN/ASN) programs, and 2% in the state's only diploma program.

Demographics. In 2022, 44% of the students enrolled in pre-RN licensure programs in Louisiana were minorities, an increase in the percentage compared to 2021. Females continue to represent 89% of the students enrolled in pre-RN licensure programs in Louisiana in 2022.

► Graduates

Of the 2022 pre-RN graduates, 60% (1,423 of 2,390) completed BSN programs, and 38% (908) completed ADN programs. The remainder of graduates were from the diploma program. In 2022, 89% of the graduates of Louisiana's pre-RN licensure programs were female and 11% were male.

Demographics. In 2022, 37% (870) of the graduates from pre-RN licensure programs in Louisiana were minorities. The largest numbers of African American/Black graduates (343), Hispanic graduates (95), and Asian (40) graduates were from BSN programs.

► Pass Rate

In 2022, 2,445 RN candidates (versus 2,412 in 2021) from nursing education programs in Louisiana took the NCLEX-RN examination for the first time. The first-time passage rate on the NCLEX-RN exam for candidates from Louisiana was 86.58% in 2022, which exceeds the 79.90% national passage rate. The passage rate on the NCLEX-RN exam for Louisiana's graduates continues to exceed that of the nation.

► Faculty

A lack of qualified faculty is the major contributing factor to the inability of Louisiana's pre-RN licensure programs to admit 818 qualified students during the current report year. There were 498 budgeted full-time nurse faculty positions reported by Louisiana's pre-RN licensure programs as of December 31, 2022, compared to 485 in 2021.

There were 51 vacant nurse faculty positions reported by deans and directors in the current report year, compared to 37 in the previous report year; however, this resulted in only one fewer faculty vacancy compared to the previous year.

In 2022, 47 faculty positions were funded from grants, capitation funds, additional appointments, and/or other funding sources, a decrease of one since 2021. In 2020-2021, 47% of nurse faculty teaching in Louisiana's pre-RN licensure programs were 51+ years and 21% were 61+ years of age.

Nursing programs cite the lack of qualified faculty and lack of availability of budgeted faculty positions as the top reasons that Louisiana's pre-RN licensure programs cannot admit hundreds more qualified students.

Demographics. In 2022 approximately 35% (332) of the faculty teaching in Louisiana's pre-RN licensure programs were minorities.

Council Impressions

- Nurses who are licensed with a Multistate License in another Compact state are no longer required to be licensed in Louisiana to practice in the state. Therefore, tracking the number of nurses practicing in Louisiana is more challenging. The Nurse Licensure Compact Administrators Commission are working on a methodology to track nurses practicing in individual states.
- While PhD-prepared nurses are essential to advance the science of nursing, the very immediate need, as evidenced by the Louisiana Workforce Star Jobs report of 5,067 jobs for RNs, can be educated by master's-prepared nurses. Doctorally prepared nurses are essential to train master prepared nurses and master prepared nurses are essential to train bachelor prepared nurse.
- The variance between budgeted and filled faculty positions indicates that qualified faculty are lacking or uninterested due to the payscale. Based on information from LAWorks Star Jobs (accessed 9/29/23), the typical salary for faculty exceeds the RN salary by \$9,570 per year. However, experienced RNs earn \$94,343 while entry-level nursing instructors earn \$33,662, likely indicative of part-time/adjunct faculty status.
- The largest variance for budgeted versus filled faculty is in the RN domain, where if filled could allow training for up to 501 more RN students per year. Focusing on already-available faculty funding to train more master's prepared faculty could expedite closing the gap.

Licensed Practical Nurse

LPNs are licensed by the Louisiana State Board of Practical Nurse Examiners (LSBPNE) upon passage of the NCLEX-PN exam and completion of an accredited practical nursing program. LPN programs exist at public, private and proprietary institutions.

► Current Workforce

In 2022, 21,722 nurses held a license to practice as an LPN in Louisiana compared to the previous year's total of 21,481.

Demographics. In 2022, 11,914 of the LPN workforce were White, 9,366 were Black/African American, 92 were American Indian/Alaska Native, 116 were Asian, six were Native Hawaiian/Pacific Islander, and 228 were Multiracial/Other. In terms of gender, there were 964 male and 20,758 female LPNs in the most recent report year.

► Demand

There were 1,379 open positions listed on the Louisiana Workforce Commission website in September 2023, which provides a snapshot of the demand.

► Admission and Enrollment

LPN programs admitted 99.9% (2,361 of 2,364) of qualified applicants in the most recent report year, 77.6% (2,015 of 2,597) in 2021-2022, and 70% (1,649 of 2,342) in 2020-2021. There are currently 51 accredited LPN programs in Louisiana, with 3,177 students enrolled. Programs were granted expansion upon request to avoid qualified students being denied admission.

In academic year 2022-2023, 1,593 students enrolled compared to 1,359 in the 2021-2022 academic year. In academic year 2022-2023, 1,156 students withdrew from LPN programs in Louisiana, compared to 1,414 in the 2021-2022 academic year. Of the 1,156 withdrawals, 816 were African American, 289 were White, 21 were Hispanic, two were American Indian/Alaskan Native, eight were Asian, two were Hawaiian/Pacific Islander, and 18 were Multiracial.

In 2022-23, there were 145 Certified Nurse Aides (CNAs) who applied for articulated credit for entry into practical nurse programs (compared to 122 in 2020-2021, and 169 in 2019-2020). Of those who applied for credit in 2021-2022 93.1% (135), compared to 2020-2021's 86.9% (106), were granted credit.

Demographics. Approximately 70.1% (1,654 of 2,361) of the students admitted (both first-time and readmits) to Louisiana's LPN programs in 2022 were minorities. Approximately 65.1% (1,538) of the new admits were Black/African American, 29.9% (707) were White, 1.9% (47) were Hispanic/Latino, and 2.9% (69) were American Indian/Alaskan Native, Asian, Hawaiian/Pacific Islander, Two or More Races, and Other.

► Graduates

In the most recent report, there were 993 graduates from Louisiana's LPN programs. In 2021-2022, there were 984 graduates from Louisiana's LPN programs.

Demographics. In the most recent report, of the 993 graduates from Louisiana's LPN programs, 552 were Black/African American, 400 were White, 15 were Hispanic/Latino, five were American Indian/Alaskan Native, eight were Asian, 12 were Two or More Races, and one was Other.

► Pass Rate

In 2022, the NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 79.93%. Louisiana's LPN passage rate was 80.04%. In 2021, the NCLEX-PN national LPN passage rate for first-time U.S.-educated graduates was 79.60%. Louisiana's LPN passage rate was 82.63%. The 2020 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 83.09%; Louisiana's LPN passage rate was 84.70%.

► Faculty

In the most recent report year, there were 227 budgeted full-time Practical Nurse faculty positions, which is an increase since last year (195 in 2021-2022). Of the budgeted positions, 81.9% (186) were filled, compared to 84.6% (169) filled in 2020-2021.

Data concerning the diversity of the LPN faculty were not available. Diversity data collection has been added to the faculty application.

Council Impressions

- The Council noted that LPN programs have high rates of withdrawal/failure. Discussion of the reasons for this identified the following possible causes:
 - Admissions criteria are set by each program and students entering programs may not be academically prepared for the rigor of the program.
 - Students in prerequisite courses are counted in total enrollment numbers for LPN programs and many of those students do not persist and enter clinical courses.
- The diversity of LPNs in Louisiana more closely mirrors the Louisiana population, as compared to RNs in Louisiana. The Council discussed the need for additional academic and financial support for LPNs, especially minorities, seeking RN education.

Nursing Aides (NA)

NAs are regulated by the Louisiana Department of Health and become certified upon completion of an approved training program (four- to 12-week program) and passage of the certification exam.

► Current Workforce

Data on the supply of NAs are only available from Louisiana Department of Health's CNA Registry. Once certified and employed, many NAs do not recertify and therefore are not represented in the data. These data also do not capture the number of Nurse Technicians, who are nursing students working in capacities similar to NAs.

In 2022 there were 214,728 NAs in the registry, both certified and uncertified. In 2021, there were 211,898 NAs in the registry, both certified and uncertified.

In 2022 there were 39,045 certified NAs in good standing on the CNA Registry, which decreased since 2021 when 41,112 certified NAs were in good standing on the CNA Registry.

► Demand

While there are no defined categories to represent CNAs in LAWorks Star Jobs, results from Indeed.com indicate there are 1,037 open CNA positions in Louisiana (September 2023).

► Admission and Enrollment

According to LDH, 2,754 nurse aides were certified and added to the Registry in 2022. At the same time, 3,140 CNAs who were previously listed on the Registry were not renewed. The total number of CNAs listed on Registry for 2022 was 40,350.

► Graduates

In 2022, there were 301 active nurse aide training programs approved by the Louisiana Department of Health. There were 94 nursing homes approved for CNA training and 207 schools approved for CNA training.

Council Impressions

- Monitoring the existing number of and the demand for nurse aides continues to be a challenge.
- Regulatory requirements as well as the cost and scheduling of certification exams are often barriers to certification.
- Recommend identifying the impact of Act 80 of 2023 Regular Legislative Session on CNA demand in future reports and/or identify barriers to incorporating these students into the workforce.
 - R.S. 40:2120.52(C)1. An individual who successfully completes one semester of an RN or LPN program that includes a course on foundational nursing may apply to take a nurse aide exam.

2024 Council Recommendations

Based on the findings of this report and discussions of the Nursing Supply and Demand Council as well as the Health Works Commission, the following items are recommendations for 2024:

Action Item	Authority to Fulfill Action Item
Advocate for funding of academic-practice partnerships to leverage public and private investments designed to encourage innovation, increase the capacity of healthcare programs, and address regional healthcare workforce needs.	Louisiana Legislature
Provide funding support (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students, especially those from diverse backgrounds and including those with barriers related to social determinants of health.	Louisiana Legislature Board of Regents
Reinstate the stipend program previously administered by the Board of Regents, which provided a maximum of \$40,000 to nurses who agreed to pursue an academic graduate degree (master's and/or doctorate) in nursing and committed to teach in a Louisiana RN program one year for each \$10,000 received in support.	Louisiana Legislature Board of Regents
Standardize and streamline roles and regulatory requirements for healthcare occupations. Review for barriers that limit access to care appropriate to meet population needs.	Licensing Boards
Continue to provide capitation funds, which provide support for postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.	Louisiana Legislature Board of Regents
Recommend the Board of Regents research the feasibility of developing a prospective or real-time reporting process for universities to match denied eligible students to schools with open seats if available while highlighting contributing factors of denials for the RN-qualified students. This report will also highlight individual nursing program eligibility. To this effort, funding should also be made available to support potential nursing students' application fees for admittance into public postsecondary institutions.	Board of Regents
Align nurse faculty salaries with median national salary market data.	Louisiana Legislature Higher Education Institution Leadership

Data References

Data used in this report were taken from reports completed by the Louisiana State Board of Nursing – Center for Nursing, which are available at the following links:

<https://www.lsbns.state.la.us/wp-content/uploads/center-for-nursing/2022nursesupplyreport.pdf>
<https://www.lsbns.state.la.us/wp-content/uploads/center-for-nursing/2021NurseSupplyReport.pdf>
<https://www.lsbns.state.la.us/wp-content/uploads/center-for-nursing/2022nurseedcapacity.pdf>
<https://www.lsbns.state.la.us/wp-content/uploads/center-for-nursing/2021NurseEdCapacity.pdf>
<https://www.lsbns.state.la.us/wp-content/uploads/center-for-nursing/NursingWorkforceDemandReport2019.pdf>

Additional data were collected from the Louisiana State Board of Practical Nurse Examiners. The NSDC 2023 Annual Report will be posted on the Board of Regents website.

Appendix A

Health Works Commission Membership Roster

Member	Seat Information
Claire Stevenson	Governor's Office
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners
Sandra Brown	Southern University System
Susannah Craig	Board of Regents
Sharon Dunn	LSU Health Science Center Shreveport
Wes Hataway	Louisiana Nursing Home Association
Jawanda Givens	Occupational Forecasting Conference
James Henderson	University of Louisiana System
Tina Holland	Louisiana Association of Independent Colleges and Universities (LAICU)
Chaquetta Johnson	Department of Health
Ragan LeBlanc	Louisiana Academy of Family Physicians
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Rep. Chris Turner	House Committee on Health and Welfare
Kristi Anderson	Senate Committee on Health and Welfare
Wendi Palermo	Louisiana Community and Technical College System
Demetrius Porche	LSU Health Science Center New Orleans
Kellie Taylor-White	Louisiana Workforce Commission
Jeffery Williams	Louisiana State Medical Society
Benita Chatmon	Louisiana State Nurses Association
Paul Salles	Louisiana Hospital Association
Ad Hoc Members	
Ahnyel Burkes	Nursing Supply and Demand Council
Daryl Lofaso	Simulation Medical Training and Education Council of Louisiana

Nursing Supply and Demand Council Membership Roster

Member	Seat Information
Ahnyel Burkes (Chair)	Louisiana State Nurse Association
Wes Hataway (Vice Chair)	Louisiana Nursing Home Association
Aimee Cloyd	Louisiana Hospital Association
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Jennifer Badeaux	Louisiana Association of Nurse Anesthetists
Sandra Brown	Louisiana Council of Administrators of Nursing Education (LACANE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners (LANP)
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Vacant	Louisiana School Nurses Organization
Staci Taylor	Southern University School of Nursing
Susannah Craig	Board of Regents
Bronwyn Doyle	Louisiana Association of Independent Colleges and Universities (LAICU)
Darmyra Perry	Office of Public Health
Laura Poole	Louisiana Organization of Nursing Leadership (LONL)
Wendi Palermo	Louisiana Community and Technical College System
Mary Kelly	Louisiana State Black Nurses Organization New Orleans
Nathalie Walker	Louisiana Council of Preoperative Registered Nurses (LCPON)

Appendix B

Regional Healthcare Innovation Partnership Program

To meet healthcare workforce regional needs, a request for applications was distributed to higher education institutions in November 2022. This RFA sought entities to establish regional healthcare innovation partnerships throughout Louisiana to increase the number of healthcare graduates in multiple regions. The application required academic programs to partner with one or more healthcare providers and/or regional not-for-profits to leverage public and private funds for the purpose of increasing the workforce pipeline to fulfill the healthcare workforce needs of the targeted region. As a result of this request, nine institutions were granted funding to initiate this program. This program will utilize \$3.9M available through the Healthcare Employment Reinvestment Opportunity (H.E.R.O.) Fund.

Fletcher Technical Community College

Regional Partner(s): Terrebonne General Health System, Cardiovascular Institute of the South, Terrebonne Parish Recreation District #7, Terrebonne Parish School District, Ochsner Health System

Summary of Program: Feedback from the workforce indicates that the healthcare industry in South Louisiana is in need of medical assistants and cardiovascular sonographers, given the current shortage of professionals in these positions. In addition, the US Census Bureau of Labor Statistics predicts a 16% increase in the number of medical assistants and a 10% increase in the number of cardiovascular sonographers needed by 2031. Fletcher will provide a critical workforce pipeline in the region, meeting both the current need and future anticipated demand by providing students with the knowledge and skills to obtain a position in a hospital, physician's office or clinic as a medical assistant or cardiovascular sonographer. To accomplish this, Fletcher will increase the number of students enrolling in the existing Medical Assistant program and initiate the Cardiovascular Sonography program. This new program will be offered in a hybrid fashion, both online and in-person at various locations in the region. The Terrebonne Parish School District and Terrebonne Parish Recreation District #7 have agreed to provide access to their facilities to set up a classroom and lab environment for the Medical Assistant students. Terrebonne General and Ochsner Health System will provide the needed clinical rotations for students, while the Cardiovascular Institute of the South will provide some use of its facility for the Cardiovascular Sonography students, thus strengthening the workforce pipeline to meet the needs of the community.

Louisiana Tech University

Regional Partner(s): Northeast Louisiana Healthcare Alliance

Summary of Program: Louisiana Tech University will create a program to support the preparation of Associate of Science in Nursing (ASN) majors as they enter their first year of study. This program, Freshman Advanced Summer Term (FAST), will provide 24 incoming freshman nursing students with a jump-start into the nursing curriculum and the support of a cohort group that will remain in place throughout their time in the nursing program. The NursesFAST program will serve as an intensive approach to the foundational science courses required prior to beginning the clinical nursing program at Louisiana Tech. Nursing students will develop strong study skills that are necessary for successful completion of their curriculum, along with completing two required and challenging courses and developing supportive relationships with their peers, upperclassmen, University faculty and staff and nursing mentors from the community through the Northeast Louisiana Healthcare Alliance.

Franciscan Missionaries of Our Lady University

Regional Partner(s): Franciscan Missionaries of Our Lady Health System, HOPE Ministries

Summary of Program: Franciscan Missionaries of Our Lady University (Fran U) will create a multifaceted program to expand the nursing workforce of the Greater Baton Rouge region. This program will provide a range of student support services that previously were not available. In particular, Fran U will create the Wolves on the RISE (Resources Increasing Self-Empowerment) program, specifically marketed to Black, Indigenous and other people of color within the community, as data support the need to increase diversity in the nursing workforce. This program will provide several academic student support services including intrusive advising, staff nurse mentoring, and career/life coaching provided by HOPE Ministries. The Franciscan Missionaries of Our Lady Health System (FMOLHS) will identify registered nurses from diverse backgrounds to mentor the accelerated nursing students.

Elaine P. Nunez Community College

Regional Partner(s): Louisiana Children's Medical Center, New Orleans East Hospital

Summary of Program: To increase the number of Licensed Practical Nurses (LPNs) in its region, Elaine P. Nunez Community College will work with a partner hospital system to identify staff currently employed in non-nursing positions who are interested in a career pathway progression that results in an LPN. Participating students in this program will be compensated and allowed time to attend classes and/or tutoring as needed. This program will provide scholarships and additional non-traditional student supports to participants in order to break down socio-economic barriers to student success, ensuring each participant is in the pipeline to support this workforce demand.

Southern University and A&M College

Regional Partner(s): Ochsner Health, Southern University System Foundation

Summary of Program: To meet regional needs for registered nurses and healthcare-related fields, Southern University and A&M College will deploy a three-pronged approach to increasing the registered nurse pipeline in the community. First, Southern University and A&M College will enhance specific student remediation and retention practices by implementing a peer tutoring program and providing support for students who do not meet the necessary exam passage rate in classes. Second, the institution will create a workforce pipeline, implementing a Career Day and a summer internship. In support of this effort, Ochsner will allow usage of its Clinical Simulation and Patient Safety Center as well as the Ochsner staff and alumni to mentor students on interviewing, networking and job-seeking. The third component will strengthen the pipeline among local elementary schools, middle schools, and high schools through a summer enrichment program for students across the community.

LSU Health Shreveport

Regional Partner(s): Ochsner Lafayette General

Summary of Program: In the Lafayette region, there is a substantial need for health diagnosing and treating practitioners, who are primarily physical therapists. In addition, there is presently no physical therapy program in this labor market or in immediately surrounding areas. To meet this need LSU Health Shreveport, working in partnership with Ochsner Lafayette General, will create a Doctorate of Physical Therapy program in Lafayette.

Louisiana State University at Alexandria

Regional Partner(s): Rapides Regional Medical Center, CHRISTUS St. Frances Cabrini Hospital, Avoyelles Hospital, CHRISTUS Central Louisiana Surgical Hospital

Summary of Program: Survey feedback has shown significant interest within the CENLA region for a program leading to registered nurse (RN) licensure for Licensed Practical Nurses (LPNs) and Paramedics. To meet not only the interest of these individuals, but also regional workforce needs, which include a crucial demand for RNs, LSUA will work with regional hospitals to create a pipeline for LPNs as well as Paramedics to receive the ASN. Several partnering healthcare providers will support the addition of clinical students by assigning adjunct faculty to conduct clinical experiences without the penalty of using their personal time off or weekends. In addition to providing tuition waivers for participating institutions, LSUA will create the new position of professional advisor, assigned specifically to this program, to ensure students are supported and successful.

Northwestern State University

Regional Partner(s): Natchitoches Regional Medical Center

Summary of Program: To increase the number of Registered Nurses (RNs) in northwest Louisiana, Northwestern State University will support Licensed Practical Nurses (LPN) employed by a local hospital who are interested in and willing to become RNs. Northwestern will establish an LPN to RN program with the local hospital and will increase the number of RNs graduating to support the needs of the region. The healthcare provider will allow flexible scheduling around classes and clinical time to accommodate program participants.

University of Louisiana at Lafayette

Regional Partner(s): Ochsner Lafayette General and Oceans Healthcare

Summary of Program: To address unmet and projected additional workforce needs for licensed mental health professionals, UL Lafayette LHC Group • Myers School of Nursing will create a 20-credit-hour online Post-Master's Psychiatric Mental Health Nurse Practitioner Certificate Program. The Bureau of Health Workforce, Health Resources and Services Administration classifies Louisiana as a Mental Health Workforce Health Professional Shortage Area (HPSA), with 26.15% of need for mental health professionals met in the state as compared to 27.66% for the nation. A total of 166 additional practitioners are needed to remove the HPSA in mental health designation for Louisiana. Psychiatric Mental Health Nurse Practitioners (PMHNP) are uniquely qualified to close provider gaps caused by a shortage of psychiatrists. PMHNPs offer advantages of increased access to high-quality, evidence-based, cost-efficient clinical care. Oschner Lafayette General and Oceans Healthcare will provide in-kind services in the form of preceptors for students enrolled in the program.

Appendix C

Nurse Capitation Funding Allocations

► Louisiana Community and Technical College System (LCTCS)

<i>Spring 2020 Semester</i>				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$546,000	Northwest Louisiana Technical CC	\$56,000	PN	16
	Northshore Technical CC	\$262,500	PN	75
	SOWELA Technical CC	\$28,000	ASN, PN	8
	Baton Rouge Community College	\$31,500	ASN	9
	Bossier Parish Community College	\$70,000	ASN	20
	Central Louisiana Technical CC	\$98,000	PN	28

<i>Summer 2020 Semester</i>				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$434,000	Delgado Community College	\$56,000	ASN	16
	Northwest Louisiana Technical CC	\$49,000	PN	14
	Northshore Technical CC	\$203,000	PN	58
	Central Louisiana Technical CC	\$98,000	PN	28
	SOWELA Technical CC	\$28,000	ASN, PN	8

<i>Fall 2020 Semester</i>				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$147,000	Baton Rouge Community College	\$31,500	ASN	9
	Bossier Parish Community College	\$59,500	ASN	17
	Delgado Community College	\$56,000	ASN	16

<i>Fall 2020 Semester</i>				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$532,000	Bossier Parish Community College	\$66,500	ASN	19
	Central Louisiana Technical CC	\$87,500	PN	25
	Fletcher Technical Community College	\$35,000	PN	10
	Louisiana Delta Community College	\$115,500	ASN, PN	33
	Northshore Technical CC	\$189,000	PN	54
	Northwest Louisiana Technical CC	\$38,500	PN	11

Spring 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$717,500	Baton Rouge Community College	\$84,000	ASN	24
	Central Louisiana Technical CC	\$66,500	PN	19
	Delgado Community College	\$119,000	ASN	34
	Fletcher Technical Community College	\$14,000	ASN	4
	Louisiana Delta Community College	\$105,000	ASN, PN	30
	Northshore Technical Community College	\$112,000	PN	32
	Northwest Louisiana Technical CC	\$28,000	PN	8
	SOWELA Technical Community College	\$28,000	PN	8
	Bossier Parish Community College	\$161,000	ASN	46

Fall 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$581,000	Baton Rouge Community College	\$122,500	ASN	35
	SOWELA Technical Community College	\$52,500	PN	15
	Northshore Technical Community College	\$178,500	PN	51
	Louisiana Delta Community College	\$56,000	PN	16
	Delgado Community College	\$45,500	ASN	13
	Bossier Parish Community College	\$98,000	ASN	28
	Fletcher Technical Community College	\$28,000	ASN	8

Spring 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$889,000	Bossier Parish Community College	\$84,000	ASN	24
	Baton Rouge Community College	\$189,000	ASN	54
	Central Louisiana Technical CC	\$189,000	PN	54
	Delgado Community College	\$21,000	ASN	6
	Louisiana Delta Community College	\$56,000	ASN	16
	Nunez Community College	\$14,000	PN	4
	River Parishes Community College	\$14,000	PN	4
	South Louisiana Community College	\$87,500	PN	25
	SOWELA Technical Community College	\$52,500	PN	15
	Northshore Technical Community College	\$182,000	PN	52

Summer 2022 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$108,500	South Louisiana Community College	\$56,000	ASN	16
	Baton Rouge Community College	\$52,500	ASN	15

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Louisiana State University System

Spring 2020 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$80,500	LSU Health Sciences New Orleans	\$38,500	BSN	11
	LSU Alexandria	\$42,000	ASN	12

Summer 2020 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$70,000	LSU Health Sciences New Orleans	\$35,000	BSN	10
	LSU Alexandria	\$35,000	ASN	10

Fall 2020 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$24,500	LSU Alexandria	\$24,500	ASN	7

Spring 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$115,500	LSU Alexandria	\$94,500	ASN	27
	LSU Health Sciences New Orleans	\$21,000	PN	6

Fall 2021 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$101,500	LSU Shreveport	\$38,500	ASN	11
	LSU Health Sciences New Orleans	\$63,000	BSN	18

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$66,500	LSU Shreveport	\$38,500	ASN	11
	LSU Health Sciences New Orleans	\$28,000	BSN	8

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$31,500	LSU Eunice	\$31,500	ASN	9

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$21,000	LSU Health Sciences New Orleans	\$21,000	BSN	6

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$42,000	LSU Health Sciences New Orleans	\$24,500	BSN	7
	LSU Shreveport	\$17,500	ASN	5

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► University of Louisiana System

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$168,000.00	Louisiana Tech University	\$28,000	ASN	8
	University of Louisiana at Monroe	\$28,000	BSN	8
	Northwestern State University	\$112,000	ASN, BSN	32

Summer 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	Southeastern Louisiana University	\$38,500	BSN	11

Fall 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Louisiana Tech University	\$28,000	ASN	8
	University of Louisiana at Monroe	\$28,000	BSN	8
	Northwestern State University	\$101,500	ASN, BSN	29
	Southeastern Louisiana University	\$38,500	BSN	11

Spring 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Louisiana Tech University	\$28,000	ASN	8
	University of Louisiana at Monroe	\$28,000	BSN	8
	Northwestern State University	\$101,500	ASN, BSN	29
	Southeastern Louisiana University	\$38,500	BSN	11

Fall 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$150,500	Louisiana Tech University	\$10,500	ASN	3
	Northwestern State University	\$70,000	ASN	20
	Northwestern State University	\$70,000	BSN	20

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$224,000	Louisiana Tech University	\$63,000	ASN	18
	McNeese State University	\$7,000	BSN	2
	Northwestern State University	\$91,000	ASN	26
	Northwestern State University	\$35,000	BSN	10
	Southeastern Louisiana University	\$28,000	BSN	8

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$28,000	Southeastern Louisiana University	\$28,000	BSN	8

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$259,000	Louisiana Tech University	\$63,000	ASN	18
	Northwestern State University	\$119,000	ASN	34
	Northwestern State University	\$49,000	BSN	14
	Southeastern Louisiana University	\$28,000	BSN	8

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$98,000	Louisiana Tech University	\$35,000	ASN	10
	Northwestern State University	\$35,000	ASN	10
	Southeastern Louisiana University	\$28,000	BSN	8

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Southern University System

Spring 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$105,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$49,000	ASN	14

Fall 2020 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$56,000	ASN	16

Spring 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$56,000	ASN	16

Fall 2021 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$98,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$42,000	ASN	12

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$84,000	Southern University and A&M College	\$56,000	BSN	16
	Southern University Shreveport	\$28,000	ASN	8

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	ASN	16

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	BSN	16

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Franciscan Missionaries of Our Lady University (FranU)

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Spring 2020	\$35,000	BSN	10
Summer 2020	\$35,000	BSN	10
Fall 2020	\$35,000	BSN	10
Spring 2021	\$70,000	BSN	20
Fall 2021	\$122,500	BSN	35
Spring 2022	\$87,500	BSN	25
Fall 2022	\$115,500	BSN	33
Spring 2023	\$70,000	BSN	20

NOTES: PN = Practical Nursing, ASN = Associate of Science in Nursing, BSN= Bachelor of Science in Nursing

The Nurse Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

Allied Health Capitation Funding Allocations

► Louisiana Community and Technical College System (LCTCS)

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$203,000	River Parishes Community College	\$175,000	MA	50
	Louisiana Delta Community College	\$28,000	MA	8

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$49,000	Bossier Parish Community College	\$24,500	RCT	7
	River Parishes Community College	\$24,500	MA	7

NOTES: MA = Medical Assistant, RCT= Respiratory Care Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Louisiana State University System

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$10,500	LSU Eunice	\$10,500	Rad Tech	3

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$14,000	LSU Eunice	\$14,000	Rad Tech	4

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$10,500	LSU Eunice	\$10,500	Rad Tech	3

NOTES: Rad Tech = Radiologic Technology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► University of Louisiana System

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$119,000	Northwestern State University	\$35,000	NP	10
	Southeastern Louisiana University	\$14,000	NP	4
	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana at Monroe	\$10,500	Rad Tech	3
	University of Louisiana at Monroe	\$45,500	OT	13

Summer 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Northwestern State University	\$35,000	NP	10
	Northwestern State University	\$35,000	Rad Tech	10
	Southeastern Louisiana University	\$14,000	NP	4
	University of Louisiana at Lafayette	\$28,000	NP	8

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$196,000	Northwestern State University	\$108,500	NP	31
	Southeastern Louisiana University	\$14,000	SLP	4
	Southeastern Louisiana University	\$14,000	NP	4
	University of Louisiana at Monroe	\$3,500	Rad Tech	1
	University of Louisiana at Monroe	\$56,000	OT	16

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$108,500	Grambling State University	\$17,500	NP	5
	Southeastern Louisiana University	\$14,000	SLP	4
	Southeastern Louisiana University	\$14,000	NP	4
	University of Louisiana at Lafayette	\$7,000	NP	2
	University of Louisiana at Monroe	\$56,000	OT	16

NOTES: Rad Tech = Radiologic Technology, NP = Nurse Practitioner, SLP = Speech Language Pathology, OT = Occupational Therapy

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Southern University System

Spring 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	Southern University and A&M College	\$56,000	NP	16

Fall 2022 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$84,000	SLP	24
	Southern University and A&M College	\$28,000	NP	8

Spring 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$112,000	Southern University and A&M College	\$56,000	NP	16
	Southern University and A&M College	\$56,000	SLP	16

NOTES: NP = Nurse Practitioner, SLP = Speech Language Pathology

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Louisiana Christian University

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Spring 2022	\$7,000	PTA	2
Fall 2022	\$14,000	PTA	4
Spring 2023	\$14,000	PTA	4

NOTES: PTA = Physical Therapy Assistant

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

► Franciscan Missionaries of Our Lady University (FranU)

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Summer 2022	\$91,000	PTA	26
Fall 2022	\$91,000	Rad Tech	26
Fall 2022	\$70,000	RCT	20
Spring 2023	\$91,000	Rad Tech	26
Spring 2023	\$70,000	RCT	20

NOTES: Rad Tech = Radiologic Technology, RCT= Respiratory Care Technology, PTA = Physical Therapy Assistant

The Allied Health Capitation program is designed to increase the number of students admitted past the institutional baseline (average) enrollment. Institutions receive funding per student, per semester for enrolling beyond the established baseline (average). Therefore semester to semester duplicated headcount may occur.

Appendix D

Louisiana Community and Technical College System (LCTCS) Certified Nurse Assistant (CNA) Capitation Funding, 2022-2023

Fall 2022 Semester		
Institution	Number of Recipients	Total Funding
Baton Rouge Community College	5	\$625.00
Bossier Parish Community College	20	\$2,500.00
Central Louisiana Technical Community College	4	\$500.00
Delgado Community College	13	\$1,625.00
Fletcher Technical Community College	12	\$1,500.00
Louisiana Delta Community College	37	\$4,625.00
Northwest Louisiana Technical Community College	15	\$1,875.00
Northshore Technical Community College	29	\$3,625.00
Nunez Community College	41	\$5,125.00
South Louisiana Community College	58	\$7,250.00
SOWELA Technical Community College	2	\$250.00
TOTAL		\$29,500.00

Spring 2023 Semester		
Institution	Number of Recipients	Total Funding
Bossier Parish Community College	12	\$1,500.00
Central Louisiana Technical Community College	54	\$6,750.00
Delgado Community College	4	\$500.00
Fletcher Technical Community College	6	\$750.00
Louisiana Delta Community College	27	\$3,375.00
Northshore Technical Community College	36	\$4,500.00
South Louisiana Community College	25	\$3,125.00
TOTAL		\$20,500.00
TOTAL FUNDING FOR 2022-2023		\$50,000.00

Appendix E

Louisiana Council of Administrators of Nursing Education (LACANE) Funding Allocations, 2022-2021

Fall 2022 Semester		
Institution	Number of Recipients	Total Funding
Franciscan Missionaries of Our Lady University	1	\$3,570.00
Grambling State University	2	\$7,232.00
Louisiana Tech University	1	\$1,774.54
LSU Health New Orleans	4	\$12,848.76
McNeese State University	2	\$4,993.06
Northwestern State University	5	\$12,167.84
Southeastern Louisiana University	1	\$3,870.00
SOWELA Technical Community College	1	\$1,300.00
University of Louisiana at Lafayette	4	\$10,555.80
University of Louisiana at Monroe	4	\$14,584.11
TOTAL	25	\$72,896.11

Spring 2023 Semester		
Institution	Number of Recipients	Total Funding
Bossier Parish Community College	1	\$2,991.00
Grambling State University	2	\$7,970.00
Louisiana Tech University	3	\$24,868.96
LSU Health New Orleans	3	\$10,984.98
McNeese State University	1	\$9,916.96
Northwestern State University	4	\$14,572.14
Southern University and A&M College	1	\$1,221.00
SOWELA Technical Community College	1	\$3,440.00
University of Louisiana at Lafayette	5	\$13,049.90
University of Louisiana at Monroe	3	\$5,646.00
TOTAL	24	\$94,660.94
TOTAL FUNDING FOR 2022-2023		\$167,557.05

NOTE: This program was established to increase the number of nursing faculty prepared at the master's or doctoral level to meet programmatic accreditation standards.



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