



BOARD of REGENTS
STATE OF LOUISIANA



HEALTH WORKS COMMISSION 2024 REPORT

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IMAGE SOURCES (Covers): University of Louisiana at Lafayette

IMAGE SOURCES (Interior): Franciscan Missionaries of Our Lady University, Grambling State University, Louisiana Board of Regents, Louisiana Christian University, Louisiana Community & Technical College System (LCTCS), Louisiana Delta Community College, Louisiana State University at Eunice, Southern University and A&M College, University of Louisiana at Lafayette



Executive Summary

In 2024, Louisiana's healthcare workforce demonstrated substantial growth, attributed to the concerted efforts of the Health Works Commission (HWC) and its affiliated subgroups, notably the Nursing Supply and Demand Council (NSDC) and the Simulation Medical Training and Education Council (SMTEC) in Table 1. The number of Advanced Practice Registered Nurses (APRNs) increased to 9,670, reflecting a 9% rise from the previous year, while the Registered Nurse (RNs) workforce reached 66,594, accompanied by a 9% increase in graduation rates. Additionally, the Licensed Practice Nurse (LPNs) workforce expanded to 22,065. Also of note, there was a 10% rise in Black/African American students within APRN programs. Key initiatives, such as the Regional Healthcare Innovation Partnership Program — which allocated \$3.9 million to enhance educational capacity — and the expansion of capitation programs aimed at addressing workforce shortages, were instrumental in this progress. Furthermore, the NSDC conducted a comprehensive study on nurse retention and well-being, yielding critical insights that will inform statewide retention strategies. Innovative training methodologies, including simulation training events and career exploration camps for middle school students, further enriched the educational landscape. Looking forward to 2025, the Health Works Commission is committed to improving student success, securing sustainable funding, and supporting academic-practice partnerships to effectively address the evolving healthcare demands in Louisiana.

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 organization. (See Appendix A for Membership Roster)
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. (See Appendix A for Membership Roster)
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. (See Appendix A for Membership Roster)

In 2024, these healthcare-related groups completed several recommendations previously adopted 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 group.

Table 2. Health Works Commission Activities.

Action Item	Description
Initiated the Regional Healthcare Innovation Partnership Program	<p>To meet regional healthcare workforce 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 across 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 10 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.</p> <p>Act 607 (HB 329) of the 2024 Regular Session updated existing law, which established the Health Care Employment Reinvestment Opportunity (H.E.R.O) Fund. The new law shifts administration of the fund from the Board of Regents to Louisiana Department of Health (LDH). The new law adds the following purposes to the H.E.R.O. program: supporting dual enrollment and pathways between high school career and technical programs and other healthcare programs, supporting strategies for healthcare organizations to increase career pathways and apprenticeship programs, and raising interest in healthcare occupations. The new law authorizes LDH to use fund monies for the following purposes: grants for healthcare training and education programs, nursing or allied health internships at licensed healthcare providers, grants to support joint efforts between healthcare and industry partners and education programs to increase training opportunities. The new law also provides the framework for LDH to publish, evaluate and rank grant proposals.</p> <p>The H.E.R.O. program has approximately \$15 million available for funding, requiring a matching contribution from healthcare partners. The grant runs from April 1, 2025, to June 30, 2027, with funds not permitted for construction or maintenance.</p>
Established the Nursing and Allied Health Capitation Programs	<p>These programs are intended to expand the state’s nursing and allied health programs’ capacity. In 2019, the state appropriated funds to these programs to promote enrollment increases in Practical Nursing programs, Associate of Science in Nursing, and Bachelor of Science in Nursing. 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 targeting 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>

Table 3. Council Activities.

Nursing Supply and Demand Council	
Action Item	Description
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 factors contributing to the nursing workforce shortage. The goal of the study was 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. In addition, this study explored the wellbeing of nurses in Louisiana.

Simulation Medical Training and Education Council of Louisiana	
Action Item	Description
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 in 2023-2024, with a total of 159 students participating.
Conducted “Lunch and Learn” Webinars	<p>Topics were selected and two virtual “Lunch and Learn” webinars were facilitated by the Council. The topics of the webinars included developing Interprofessional Simulation-Based Education, as well as Embracing the Art of Assessment and Simulation and Selecting and Developing Simulation Scenarios and Cases.</p> <p>The first webinar occurred in September 2024 and the second in October 2024, providing a free-of-charge professional development opportunity for faculty who support simulation training in Louisiana.</p>
Hosted the SMTEC-Louisiana Simulation Expo	The Simulation Expo, hosted by Louisiana State University Health Sciences Center-New Orleans, was a one-day training and educational opportunity that featured 14 presentations by 11 organizations as well as two national speakers. In attendance were 194 nurses from 26 parishes, as well as 10 exhibitors.

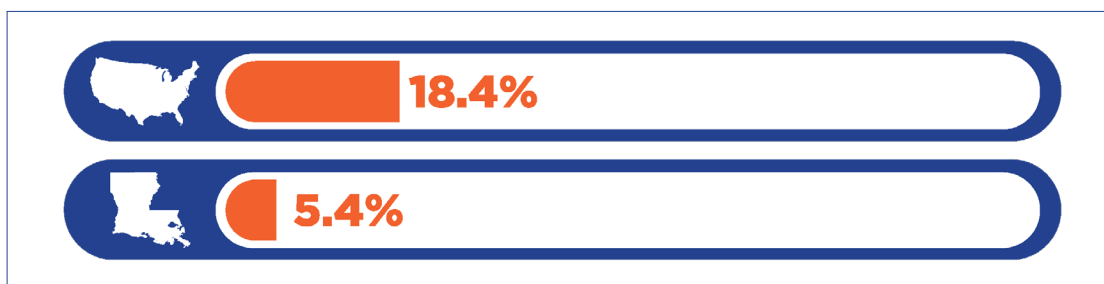
Nursing Supply and Demand Council Report

Introduction

The Nursing Supply and Demand Council (NSDC), a vital part of the Louisiana Health Works Commission, is dedicated to enhancing the supply and demand dynamics for nursing professionals in Louisiana, including Advanced Practical Registered Nurses (APRNs), Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Nurse Aides (NAs). This report draws from recent insights on nursing education capacity and supply, alongside data from the Louisiana State Board of Practical Nurse Examiners (LSBPNE) and the Louisiana Department of Health (LDH).

As seen in Figure 1, Louisiana has a lower turnover rate for nursing occupations than the national average. Although the retention for nurses is above the national average, there are many opportunities the Nursing Supply and Demand Council has indicated to increase the nursing workforce in Louisiana.

Figure 1. Turnover Rate for All Nursing Occupations, National vs. Louisiana.



Source: Louisiana Workforce Commission, 2024

Key Opportunities. The Council recognizes several areas where positive changes can be made to strengthen Louisiana's nursing workforce.

- 1. Enhancing Faculty Recruitment.** There is a significant opportunity to attract more qualified nursing faculty, which will help expand training capacity for new nurses.
- 2. Increasing Student Admissions.** By addressing resource limitations, more qualified applicants can be admitted into nursing programs, fostering a larger workforce.
- 3. Improving Faculty Compensation.** Aligning nursing faculty salaries with national standards presents a promising avenue to attract and retain top educators.
- 4. Securing Sustainable Funding.** Establishing assured, recurring funding for nursing education can greatly enhance program stability and growth.
- 5. Promoting Workforce Diversity.** There is great potential to enhance the diversity of Louisiana's nursing workforce through targeted recruitment and outreach efforts.



Key Findings Pertinent to the Council's Charge

Advanced Practice Registered Nurses

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

► Current Workforce

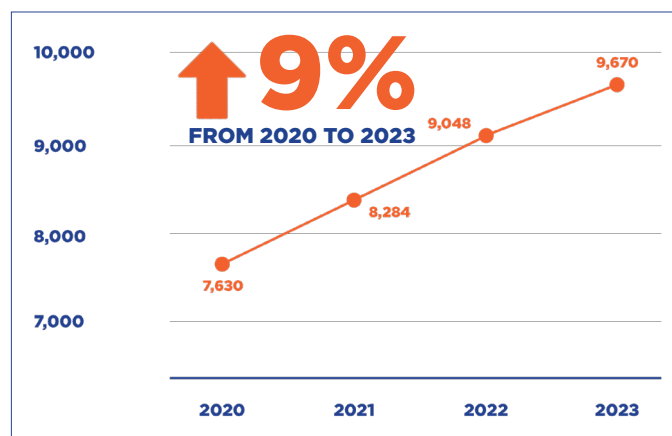
In 2023, there were 9,670 APRNs holding an active Louisiana APRN license, which represents a 9% increase in number over the previous year (9,048 in 2022). Eighty-two percent (7,955) of licensed APRNs reported residing in Louisiana.

Of the APRNs residing in Louisiana, 79% (5,992) were Certified Nurse Practitioners (CNPs), 19% (1,449) were Certified Registered Nurse Anesthetists (CRNAs), 1% (95) were Clinical Nurse Specialists (CNSs), and 1% (63) were Certified Nurse Midwives (CNMs).

Demographics. In 2023, 35% (2,768) of APRNs residing in Louisiana were between 30 and 39 years of age and 31% (2,460) were between 40 and 49 years of age. Nineteen percent (1,539) of APRNs were between 50 and 59 years of age and 10% (829) were 60 years or older.

In 2023, the racial distribution of APRNs residing in Louisiana was 80% White, 17% Black/African American, 1% Asian, 1% two or more races, and less than 1% of the following: Native Hawaiian, American Indian, and other. Two percent (190) indicated they were Hispanic or Latino, which is a 10% increase. The gender of APRNs residing in Louisiana is predominantly female, accounting for 81% (6,412) of the population; 19% (1,543) were males.

Figure 2. Advanced Practice Registered Nurses (APRN) in Louisiana, 2020–2023.



Source: Louisiana State Board of Nursing, 2023
NOTE: RNs could be included in the APRN data

► Demand

There are 246 open positions for Certified Nurse Practitioners (CNPs), 71 open positions for Certified Registered Nurse Anesthetists (CRNAs), and no open positions for Certified Nurse Midwives (CNMs) listed on the Louisiana Workforce Commission's website as of September 2024, which provides a snapshot of the demand.

The current lack of demand for midwifery positions is due to multiple factors impacting the ability of facilities to hire certified midwives. There is a requirement for Certified Nurse Midwives (CNMs) 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 CNMs to practice at the facility as part of the collaborative agreement, which can limit opportunities for CNMs.

► Admission and Enrollment

In the 2023 annual report, there was a 34% increase in the number of students admitted to APRN programs in Louisiana. Seventy-nine percent (572) of the 726 new students were admitted to Nurse Practitioner (NP) programs and 19% (138) were admitted to CRNA programs. There were 2% (16) of students admitted to CNM programs. There were no students admitted to the CNS programs.

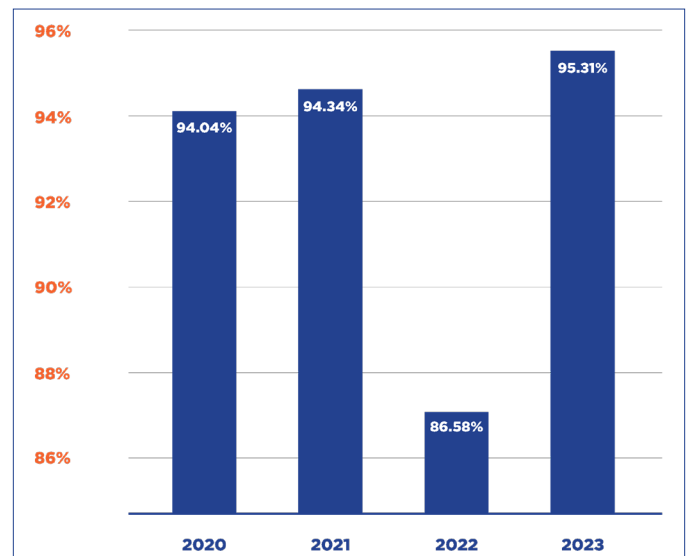
Demographics. In 2023, the racial distribution of students enrolled in Louisiana's APRN programs was 63% White, 26% Black/African American, 3% Hispanic/Latino, 3% Asian, and 5% Other. From 2022-2023, there has been a 10% increase in the number of Black/African American students and a 27% increase in the number of other students enrolled. In 2023, 16% of APRN students were male and 84% were female.

► Graduates

In the 2023 report year, a total of 419 students graduated from Louisiana's APRN programs, which represents a 4% decrease in number when compared to the 435 graduates in the previous report year (2022). In this report year, the majority of graduates were from NP programs (79%), followed by CRNA programs (21%). There were no graduates from CNS programs in the current report year.

Demographics. One hundred fifteen (115) of the graduates from APRN programs in Louisiana were minorities, compared to one hundred thirty-eight (138) in the previous report year. Males represented 80 of the graduates from Louisiana's APRN programs, a decrease compared to 82 in the previous report year. Forty percent (35) of the CRNA graduates were males.

Figure 3. NCLEX Passage Rate for Advanced Practice Registered Nurses (APRN) in Louisiana, 2020-2023.



Source: Louisiana State Board of Nursing, 2023



► Pass Rate

In 2023, 320 APRN candidates sat for their respective certification exams. Three hundred five (305) candidates passed their certification exams, resulting in a 95.31% passage rate for the state as seen in Figure 3.

► Faculty

In 2023, 26% (257) of graduate nurse faculty held a doctorate in nursing. In 2023, one hundred forty-six (146) graduate nurse faculty held a Doctor of Nursing Practice (DNP), forty (40) held a doctorate in a related field, fifty-eight (58) held a PhD in Nursing and thirteen (13) held a Doctor of Nursing Science (DNS). There were 172 filled full-time graduate nurse faculty positions reported statewide, which reflects a 1% decrease compared to 2022.

Demographics. In 2023, 86% of faculty teaching in graduate nursing programs in Louisiana were female. Twenty-three percent (78) of the faculty teaching in graduate nursing programs in Louisiana were minorities in the 2023 report year.

Council Impressions – APRN

- ➔ 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. However, the reviewed data show that the numbers are decreasing.
- ➔ Increasing faculty salaries by reinstating stipend programs can help nurses become faculty and streamlining nursing roles could increase healthcare options.

Registered Nurses

RNs are licensed by the Louisiana State Board of Nursing upon passage of the NCLEX-RN exam and completion of a diploma program, either an Associate of Science in Nursing program (two-year) or a Bachelor of Science in Nursing program (four-year). Two- and four-year programs exist at both public and private higher education institutions. APRNs are included in these numbers as a nurse must be an RN before becoming an APRN.

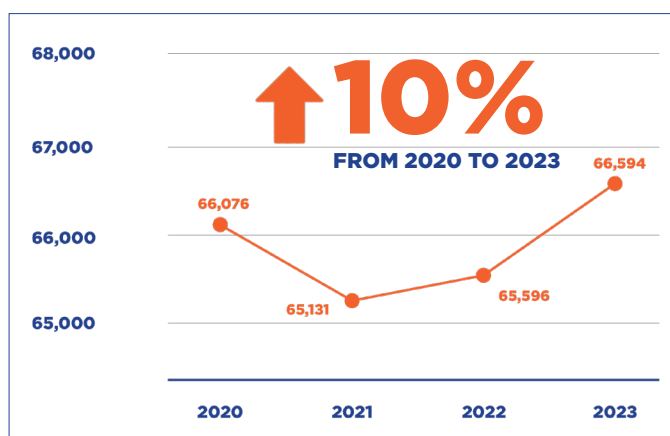
► Current Workforce

In 2023, there were 66,594 RNs holding active licenses in Louisiana. Of those licensed RNs, 94% were Louisiana residents and 6% resided outside of Louisiana. As seen in Figure 4, the number of Registered Nurses (RNs) has increased by 10% from 2021 to 2023.

Demographics. In 2023, 16% (10,233) of licensed RNs living in Louisiana were 60 years of age or older and 36% (22,526) were between the ages of 50 and 59. While these percentages do not reflect a significant change from the previous year, they remind us of the urgency of building the nursing capacity as more nurses reach retirement. Twenty-six percent (16,592) of licensed RNs were between 30 and 39 years of age, with 23% (14,213) between 40 and 49 years of age.

In 2023, the racial distribution of RNs residing in Louisiana was 3% (1,931) Hispanic/Latino, which increased 19% over the last five years. Seventy-seven percent (48,591) of RNs residing in Louisiana were White, 18% (11,407) were Black/African American, 2% (1,105) were Asian, and 1% (885) were two or more races. Less than 1% of RNs residing in Louisiana were American Indian, Alaska Native, Native Hawaiian, and Pacific Islander and 1% (628) were considered Other. The gender of RNs residing in Louisiana continues to be predominantly female (88% female, 12% male).

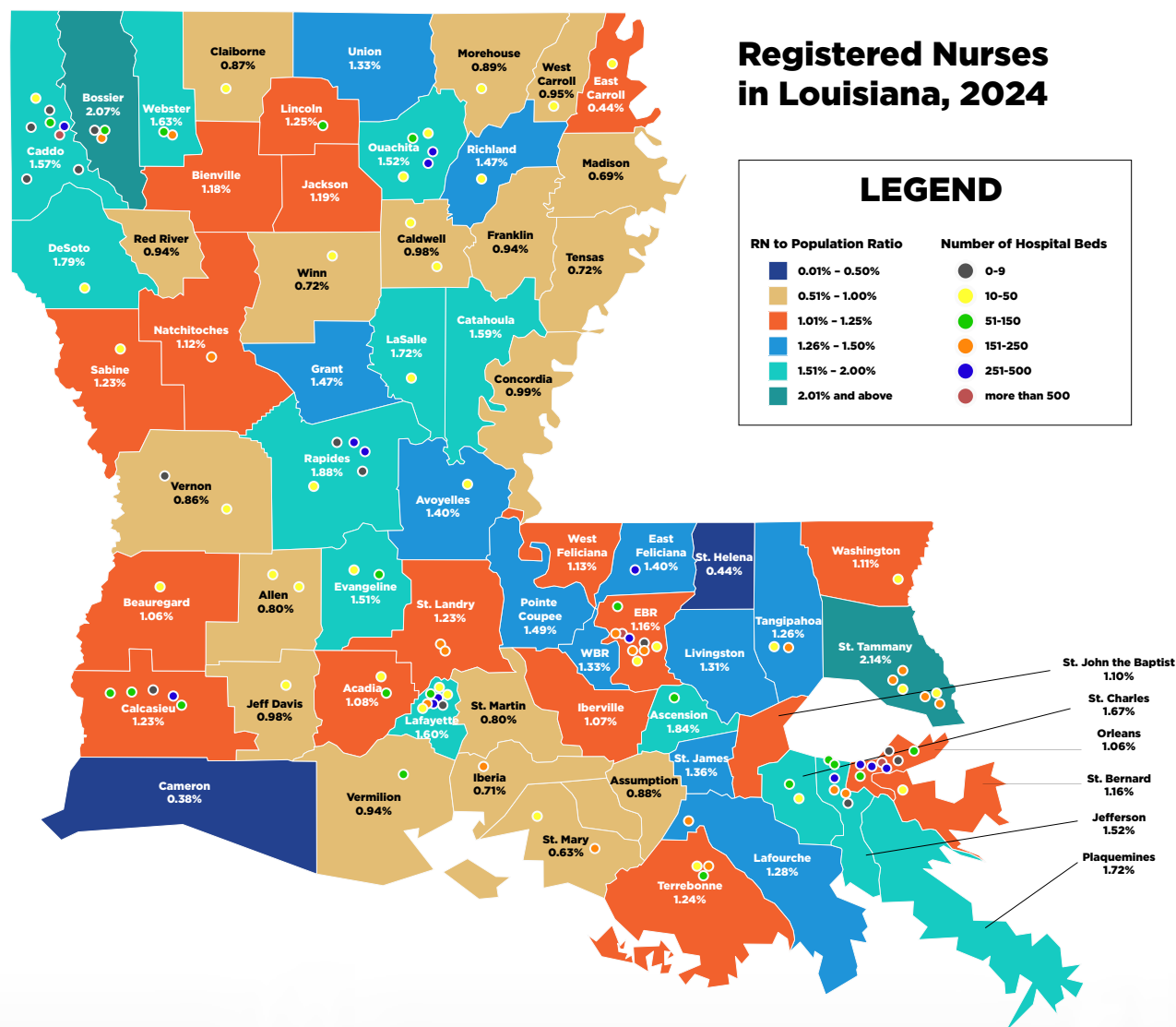
Figure 4. Registered Nurses (RN) in Louisiana, 2020–2023.



Source: Louisiana State Board of Nursing, 2023

As seen in Figure 5, there are many parishes in the state that have few RNs to serve the parish population and hospital needs.

Figure 5. Registered Nurses in Louisiana by Parish, 2024.



Source: Louisiana State Board of Nursing, 2023

► Demand

There were 2,953 open positions for Registered Nurses (RNs) listed on the Louisiana Workforce Commission website in September 2024, which provides a snapshot of the demand.

Louisiana became a Nurse Licensure Compact (NLC) state in July 2019. Currently, 39 jurisdictions in the United States and its territories 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 24,087 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.

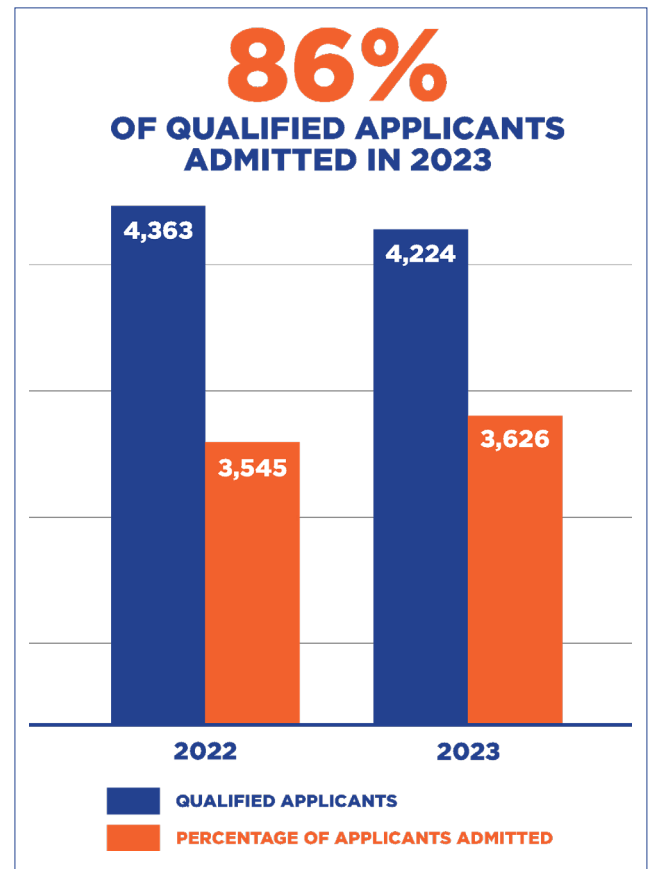
► Admission and Enrollment

During the 2023 report year, LSBN approved 33 pre-RN licensure programs to prepare students to become candidates for initial RN licensure in Louisiana: one diploma program, 13 associate's degree (ASN) programs, and 19 baccalaureate (BSN) programs. In the current report year, 86% (3,626) of the 4,224 qualified applicants were admitted to Louisiana's pre-RN licensure programs (Figure 6). A lack of qualified faculty is the major contributing factor associated with the inability of Louisiana's pre-RN licensure programs to admit more students.

In 2023, pre-RN licensure programs in Louisiana admitted 86% (3,626) of the 4,224 qualified applicants. This represents an increase in admitted applicants from 2022, during which 81% (3,545) of the 4,363 qualified applicants were admitted. Yet in 2023 there was a lower overall total number of qualified applicants.

In 2023, a total of 2,608 RN candidates (2,445 in 2022) from nursing education programs in Louisiana who sat for the NCLEX-RN examination for the first time. The passage rate on the NCLEX-RN exam on the first attempt for candidates from Louisiana in 2023 was 92.91% (Figure 7), which exceeds the 88.56% national passage rate.

Figure 6. Qualified Applicants for Pre-RN Programs in Louisiana, 2022–2023.



Source: Louisiana State Board of Nursing, 2023

Demographics. In 2023, 47% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. Females continued to represent 89% of the students enrolled in pre-RN licensure programs in Louisiana in 2023, while males represented 11%.

► **Graduates**

Graduates of 2023 pre-RN licensure programs increased by 9% from 2022 to 2023. Fifty-four percent (1,411) of the 608 graduates completed the BSN programs and 44% (1,136) completed ASN programs. In 2023, 89% of the graduates of Louisiana’s pre-RN licensure programs were female and 11% were male.

Demographics. In 2023, 47% of the students enrolled in pre-RN licensure programs in Louisiana were minorities. This represents an increase in the percentage of Black/African American students, a 5% decrease in the number of Hispanic/Latino, a 2% decrease in the number of Asian students, and a 16% increase in those reporting Other.

► **Pass Rate**

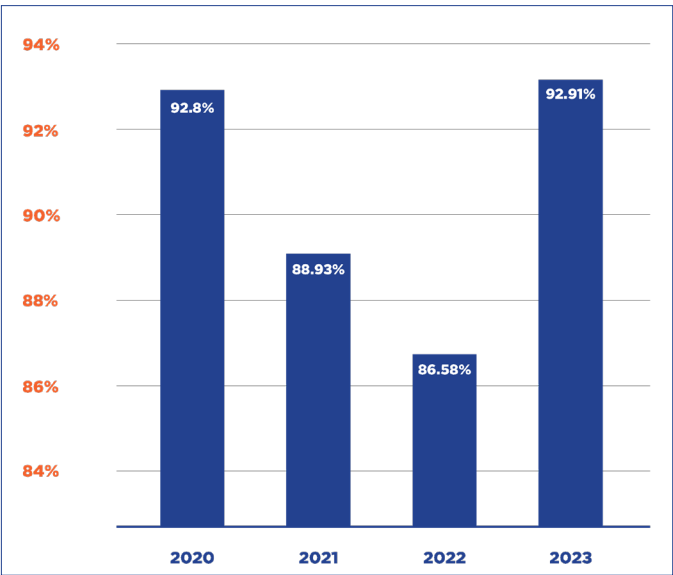
In 2023, 2,608 RN candidates (versus 2,390 in 2022) from nursing education programs in Louisiana took the NCLEX-RN examination for the first time. The first-time passage rate on the NCLEX-RN exam for candidates from Louisiana was 92.91% in 2023 (Figure 7), which exceeds the 88.56% national passage rate. 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 598 qualified students during the current report year. There were 494 budgeted full- time faculty positions reported by Louisiana’s pre-RN licensure programs as of December 31, 2023, compared to 498 in 2022. There were 41 vacant faculty positions reported by deans and directors in the current report year, compared to 51 in the previous report year; however, this resulted in only one fewer faculty vacancy compared to the previous year.

In 2023, 40 faculty positions were funded from grants, capitation funds, additional appointments, and/ or other funding sources. In 2023, 47% of faculty teaching in Louisiana’s pre-RN licensure programs were 51+ years and 20% 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.

Figure 7. NCLEX Passage Rate for Registered Nurses (RN) in Louisiana, 2020–2023.



Source: Louisiana State Board of Nursing, 2023

Demographics. In 2023 approximately 34% (314) of the faculty teaching in Louisiana’s pre-RN licensure programs were minorities, which is a 5% decrease in the number when compared to the previous report year (332 minority nurse faculty in 2022). A 33% decrease in the number of Hispanic/Latino nurse faculty, a 14% decrease in Asian nurse faculty, and an 8% decrease in Black/African American faculty contributed to the overall decrease in the number of minority nurse faculty. It is interesting to note that there was a 138% increase in the number of nurse faculty in the 2023 report year, selecting other.

Council Impressions – RN

- ➔ The largest variance for budgeted versus filled faculty positions is in the RN domain. Filling all vacant positions could allow up to 501 more RN students per year to be admitted.
- ➔ Focusing on already-available faculty funding to train more master’s prepared faculty could expedite closing the gap.
- ➔ Current course requirements at some institutions prohibit qualified applicants from transferring to another program if denied admission.
- ➔ The ratio of faculty to students prohibits the increase in class size.
- ➔ Reinstate a stipend program to assist RNs to become faculty.
- ➔ Establish a statewide initiative to diversify the RN/APRN workforce.

Licensed Practical Nurses

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.

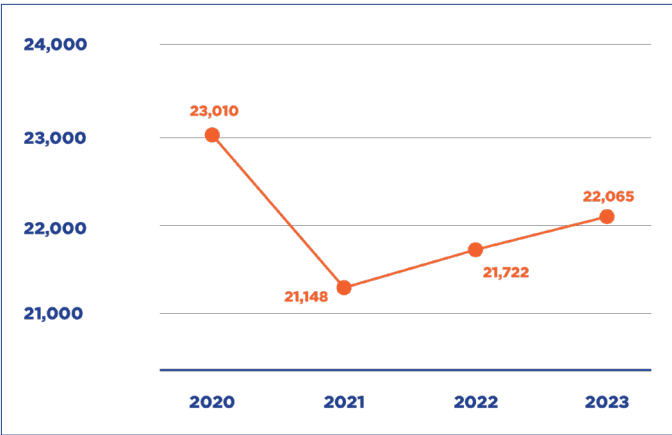
► Current Workforce

In 2023, 22,065 nurses held a license to practice as an LPN in Louisiana compared to the previous year’s total of 21,722 (Figure 8).

Demographics. In 2023, 12,046 of the LPN workforce were White, 9,571 were Black/African American, 94 were American Indian/Alaskan Native, 117 were Asian, six were Native Hawaiian/ Pacific Islander, and 230 were Multiracial/Other. In terms of gender, there were 981 male and 21,804 female LPNs in the most recent report year.

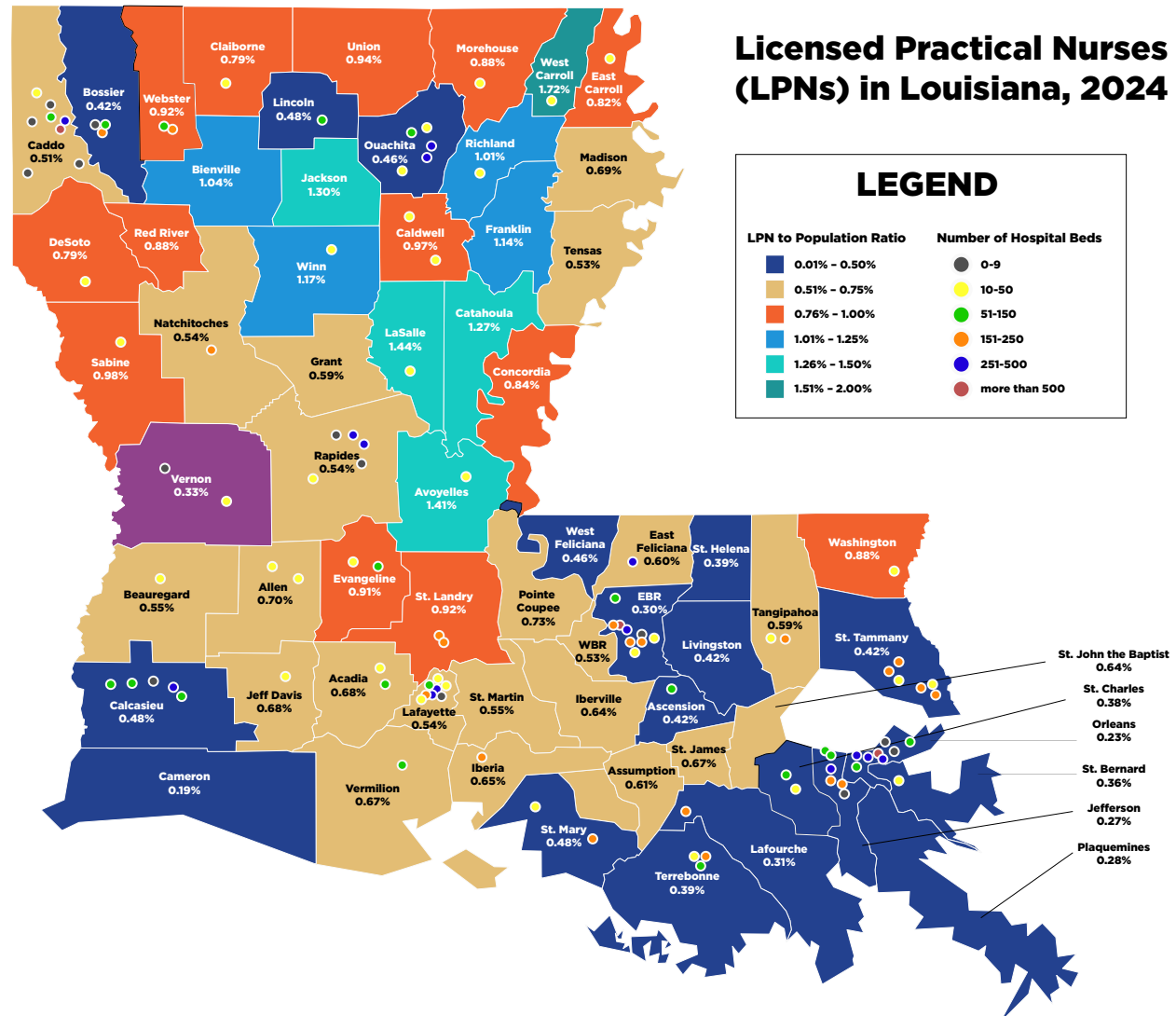
Although there are fewer open positions for LPNs, according to the Louisiana State Board of Nursing, many parishes in the state are lacking in the number of LPNs per population (Figure 9).

Figure 8. Licensed Practical Nurses (LPNs) in Louisiana, 2020–2023.



Source: Louisiana State Board of Nursing, 2023
NOTE: LPNs could be included in the RN data

Figure 9. Licensed Practical Nurses in Louisiana by Parish, 2024.



Source: Louisiana Department of Health, 2024

► Demand

There were 643 open positions listed on the Louisiana Workforce Commission website in September 2024, which provides a snapshot of the demand for LPNs, compared to 1,140 open positions in December 2022.

► Admission and Enrollment

LPN programs admitted 95.48% (2,284 of 2,392) of qualified applicants in the most recent report year. LPN programs admitted 99.9% (2,361 of 2,364) of qualified applicants in 2022-23, 77.6% (2,015 of 2,597) in 2021-22, and 70% (1,649 of 2,342) in 2020-21. There are currently 52 accredited LPN programs in Louisiana. In 2023, programs were granted expansion upon request to avoid qualified students being denied admission. In the 2023-24 academic year, 1,578 students enrolled compared to 1,156 in the 2022-23 academic year. In the 2022-23 academic year, 1,156 students withdrew from LPN programs in Louisiana, compared to 1,414 in the 2021-22 academic year. Of the 1,185 withdrawals, 903 were African

American, 247 were White, 10 were Hispanic, three were American Indian/Alaskan Native, 12 were Asian, two were Hawaiian/Pacific Islander, and 18 were Multiracial/Other.

In 2023-24, there were 174 Certified Nurse Aides (CNAs) who applied for articulated credit for entry into practical nurse programs (compared to 145 in 2022-23, and 122 in 2020-21). Of those who applied for credit in 2021-22, 93.1% (135) were granted credit, compared to 86.9% (106) in 2020-21.

Demographics. Approximately 99% (2,270 of 2,284) of the students admitted (both first-time and readmits) to Louisiana's LPN programs in 2023 were minorities. Approximately 72% (1,645) of the new admits were Black/African American, 23.7% (542) were White, 1.7% (38) were Hispanic/ Latino, nine were Asian, two were Hawaiian/Pacific Islander and 1.5 (34) were Multiracial/Other.

► Graduates

In the most recent report, there were 1,041 graduates from Louisiana's LPN programs. In 2022-23, there were 993 graduates from Louisiana's LPN programs.

Demographics. In the most recent report, of the 1,041 graduates from Louisiana's LPN programs, 633 were Black/African American, 363 were White, 22 were Hispanic/Latino, five were American Indian/Alaskan Native, five were Asian, 13 were Multiracial/Other.

► Pass Rate

In 2023, the NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 86.68%. Louisiana's LPN passage rate was 90.13%. 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%. The 2021 NCLEX-PN national LPN passage rate for first-time, U.S.-educated graduates was 79.60%; Louisiana's LPN passage rate was 82.63%.

► Faculty

In the most recent report year, there were 236 budgeted full-time Practical Nurse (PN) faculty positions, which is an increase since last year (227 in 2022-23). Of the budgeted positions, 193 were filled compared to 186 filled in 2022-23. In the most recent report of the diversity of budgeted faculty, 134 were Black/African American, 205 were White, one was Hispanic, one was American Indian/Alaska Native, and three were Multiracial/Other.

Council Impressions – LPN

- ➔ Increase the number of programs offering LPN-to-RN transitions.
- ➔ Provide additional academic and financial support for LPNs, especially for minorities, seeking RN education.
- ➔ Course requirements at each institution prohibit qualified applicants from transferring to another program if denied admission.
- ➔ Explore opportunities for hospital nurses to teach adjunct courses to allow more students to be enrolled.



Nurse Aides (NA)

NAs are regulated by the Louisiana Department of Health (LDH) and become certified upon completion of an approved training program (4- to 12-week program) and passage of the certification exam.

► Current Workforce

Data on the supply of NAs are only available from the 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 2023 there were 217,774 NAs in the registry, both certified and uncertified. In 2022, there were 214,728 NAs in the registry, both certified and uncertified.

► 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 2024).

► Admission and Enrollment

According to LDH, 2,958 nurse aides were certified and added to the Registry in 2023. At the same time, 3,981 CNAs who were previously listed on the Registry were not renewed. The total number of CNAs listed on Registry for 2023 was 41,303.

► Graduates

In 2023, there were 308 active nurse aide training programs approved by the Louisiana Department of Health with 94 nursing homes and 214 schools approved for CNA training.

Council Impressions – CNA

- ➔ Monitoring the existing number of nurse aides and the demand for them continues to be a challenge.
- ➔ Regulatory requirements as well as the cost and scheduling of certification exams are often barriers to certification.
- ➔ Develop a strategy for CNA to become a Star Job on the Louisiana Workforce Commission listing.

2025 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 2025:

Action Item	Authority to Fulfill Action Item
Create a stipend program to assist RNs to become faculty using H.E.R.O. funds.	<ul style="list-style-type: none"> ▶ Louisiana Department of Health
Study program prerequisites and transferability of coursework and provide standardized transferability.	<ul style="list-style-type: none"> ▶ Louisiana Board of Regents ▶ Higher Education Institution Leadership
Request Louisiana Department of Health 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.	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Department of Health
Provide funding support (grants, scholarships, tuition reduction programs, etc.) to decrease tuition costs for nursing students, especially those underrepresented.	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Board of Regents
Continue to provide capitation funds to enable postsecondary education institutions to increase the capacity of RN and LPN programs in Louisiana.	<ul style="list-style-type: none"> ▶ Louisiana Legislature ▶ Louisiana Board of Regents
Compare Louisiana nurse faculty salaries with median national salary market data and make recommendations to close the gap.	<ul style="list-style-type: none"> ▶ Louisiana Board of Regents ▶ 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/annual-reports/annualreport2023.pdf>

<https://www.lsbns.state.la.us/wp-content/uploads/annual-reports/annualreport2022.pdf>

<https://www.lsbns.state.la.us/wp-content/uploads/annual-reports/AnnualReport2021.pdf>

<https://www.lsbns.state.la.us/wp-content/uploads/annual-reports/AnnualReport2020.pdf>

<https://www.lsbns.state.la.us/wp-content/uploads/annual-reports/AnnualReport2019.pdf>

Additional data were collected from the Louisiana State Board of Practical Nurse Examiners. The NSDC 2024 Annual Report will be posted on the Board of Regents website.

Appendix A

Membership Rosters

► Health Works Commission

Member	Seat Information
Austin Lewis	Governor's Office
Christina Costanza	Louisiana State Board of Practical Nurse Examiner (LSBPNE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners
Sandra Brown	Southern University System
Susannah Craig	Louisiana Board of Regents
Sharon Dunn	LSU Health Sciences Center Shreveport
Wes Hataway	Louisiana Nursing Home Association
Jawanda Givens	Occupational Forecasting Conference
Rick Gallot	University of Louisiana System
Tina Holland	Louisiana Association of Independent Colleges and Universities (LAICU)
Drew Maranto	Louisiana Department of Health
Ragan LeBlanc	Louisiana Academy of Family Physicians
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Rep. Dustin Miller	House Committee on Health and Welfare
Jim Carlson	Senate Committee on Health and Welfare
Wendi Palermo	Louisiana Community and Technical College System
Demetrius Porche	LSU Health Sciences Center New Orleans
Emily DiPalma	Louisiana Workforce Commission
Jeffery Williams	Louisiana State Medical Society
Benita Chatmon	Louisiana State Nurses Association
Paul Salles	Louisiana Hospital Association
Ahnyel Burkes	Nursing Supply and Demand Council
Ad Hoc Members	
Daryl Lofaso	Simulation Medical Training and Education Council of Louisiana

► Nursing Supply and Demand Council

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 Examiners (LSBPNE)
Jennifer Badeaux	Louisiana Association of Nurse Anesthetists
Kristine Stout	Louisiana Council of Administrators of Nursing Education (LACANE)
Kathy Baldrige	Louisiana Association of Nurse Practitioners (LANP)
Karen Lyon	Louisiana State Board of Nursing (LSBN)
Jill Gautreau	Louisiana School Nurses Organization
Sandra Brown	Southern University School of Nursing
Susannah Craig	Louisiana Board of Regents
Bronwyn Doyle	Louisiana Association of Independent Colleges and Universities (LAICU)
Kelly Lanigan	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)

► Simulation Council

Member	Seat Information
Susannah Craig	Louisiana Board of Regents
Drew Maranto	Louisiana Department of Health
Emily DiPalma	Louisiana Workforce Commission
Charmaine Cureton	Louisiana Department of Education
Daryl Lofaso	LSU Health Sciences Center New Orleans
Kelly Pagidas	LSU Health Sciences Center Shreveport
Ann Warner	University of Louisiana System
Trudy Williams	Southern University System
Allison Davis	Louisiana State University System
Wendi Palermo	Louisiana Community and Technical College System
Tabitha Jones-Thomas	Louisiana Association of Independent Colleges and Universities
Ashley Orphe	Louisiana Area Health Education Center Program
Aimee Cloud	Louisiana Hospital Association
Wes Hataway	Louisiana Nursing Home Association
Evon Smith	Louisiana Ambulance Alliance
Vincent Culotta	Louisiana State Board of Medical Examiners
Karen Lyon	Louisiana State Board of Nursing
Lynn Ansardi	Louisiana State Board of Practical Nurse Examiners
Peter Egan	Louisiana House of Representatives
Beth Mizell	Louisiana Senate
Rosa Walton	Governor's Office of Elderly Affairs
Andrew Kilshaw	Governor's Policy advisor on Health Care
Jennifer Calzada	Tulane School of Medicine
Lisa Broussard	Louisiana Council of Administrators of Nursing Education

Appendix B

Regional Healthcare Innovation Partnership Program

To meet healthcare workforce regional needs, a request for applications (RFA) 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, ten 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.

Elaine P. Nunez Community College

Regional Partners: 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$432,724	July 1, 2023 – June 30, 2026	\$81,056.63

Fletcher Technical Community College

Regional Partners: 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 U.S. Census Bureau of Labor Statistics predicts a 16% increase by 2031 in the number of medical assistants and a 10% increase in the number of cardiovascular sonographers needed. 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 furnish some use of its facility for the Cardiovascular Sonography students, thus strengthening the workforce pipeline to meet the needs of the community.

Contract Amount	Contract Period	Amount Spent (FY24)
\$391,061	July 1, 2023 – June 30, 2026	\$55,250.68

Franciscan Missionaries of Our Lady University

Regional Partners: Franciscan Missionaries of Our Lady Health System, HOPE Ministries

Summary of Program: Franciscan Missionaries of Our Lady University (FranU) 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, FranU 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$249,945	July 1, 2023 – June 30, 2025	\$90,178.63

Louisiana Tech University

Regional Partner: 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 complete two required and challenging courses and develop supportive relationships with their peers, upperclassmen, University faculty and staff and nursing mentors from the community through the Northeast Louisiana Healthcare Alliance.

Contract Amount	Contract Period	Amount Spent (FY24)
\$251,112	July 1, 2023 – June 30, 2026	\$2,203.85

LSU Health Shreveport

Regional Partner: 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$229,000	July 1, 2023 – June 30, 2025	\$0

Louisiana State University at Alexandria

Regional Partners: 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$686,560	July 1, 2023 – June 30, 2026	\$93,689.64

McNeese State University

Regional Partners: CHRISTUS OCHSNER Southwest Louisiana Health, Lake Charles Memorial Hospital System

Summary of Program: To establish financial support for LPN's returning to complete the BSN through partnerships with local health care agencies. This will not only meet the interest of these individuals but also address regional workforce needs, which include a crucial demand for RNs. McNeese will support Licensed Practical Nurses employed by CHRISTUS OCHSNER Southwest Louisiana Health and Lake Charles Memorial Hospital to create a pipeline for LPNs to receive a BSN.

Contract Amount	Contract Period	Amount Spent (FY24)
\$501,214	April 1, 2024 – June 30, 2026	\$9,212.82

Northwestern State University

Regional Partner: 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$740,400	July 1, 2023 – June 30, 2026	\$97,643.55

Southern University and A&M College

Regional Partners: 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.

Contract Amount	Contract Period	Amount Spent (FY24)
\$249,500	July 1, 2023 – June 30, 2024	\$217,178.84

University of Louisiana at Lafayette

Regional Partners: 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, 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 (PMHNPs) are uniquely qualified to close provider gaps caused by a shortage of psychiatrists. PMHNPs offer the advantage of increased access to high-quality, evidence- based, cost-efficient clinical care. Ochsner Lafayette General and Oceans Healthcare will provide in-kind services in the form of preceptors for students enrolled in the program.

Contract Amount	Contract Period	Amount Spent (FY24)
\$694,285	July 1, 2023 – June 30, 2026	\$189,883.54

Appendix C

Nurse Capitation Funding Allocations

► Louisiana Community and Technical College System (LCTCS)

Spring 2020 Semester				
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

Summer 2020 Semester				
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

Fall 2020 Semester (Payment 1)				
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

Fall 2020 Semester (Payment 2)				
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

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	BSN/RN	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

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► 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

Fall 2023 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$406,600	Louisiana Tech University	\$38,500	ASN	11
	McNeese State University	\$24,500	BSN	7
	Northwestern State University	\$59,500	BSN	17
	Northwestern State University	\$84,000	ASN	24
	Northwestern State University	\$105,000	NP	30
	Southeastern Louisiana University	\$28,000	BSN	8
	Southeastern Louisiana University	\$14,000	NP	4
	University of Louisiana Lafayette	\$28,000	NP	8
	Grambling State University	\$24,500	NP	7

Spring 2024 Semester

System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$259,000	Louisiana Tech University	\$24,500	ASN	7
	McNeese State University	\$52,500	BSN	15
	Northwestern State University	\$7,000	BSN	2
	Northwestern State University	\$21,000	ASN	6
	Northwestern State University	\$66,500	NP	19
	Southeastern Louisiana University	\$31,500	BSN	9
	University of Louisiana Lafayette	\$42,000	NP	12
	Grambling State University	\$14,000	NP	4

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

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► 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

Fall 2023 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 and A&M College	\$56,000	NP	16

Spring 2024 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 and A&M College	\$56,000	NP	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
Fall 2023	\$52,500	BSN	15
Spring 2024	\$38,500	BSN	11

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

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	LSU Eunice	\$24,500	Rad Tech	7
	LSU Eunice	\$14,000	Resp Care	4

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$38,500	LSU Eunice	\$28,000	Rad Tech	8
	LSU Eunice	\$10,500	Resp Care	3

NOTES: Rad Tech = Radiologic Technology, Resp Care = Respiratory Therapist

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

Fall 2023 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$84,500	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana at Monroe	\$70,000	OT	20

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$80,500	Southeastern Louisiana University	\$14,000	SLP	4
	University of Louisiana at Monroe	\$66,500	OT	19

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

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

Spring 2024 Semester				
System Amount	Institution	Funding Amount	Program(s)	# Students Past Baseline Enrollment
\$56,000	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
Summer 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.

► University of Holy Cross

Semester	Funding Amount	Program(s)	# Students Past Baseline Enrollment
Fall 2023	\$7,000	Rad Tech	2

Appendix D

Louisiana Community and Technical College System (LCTCS) Certified Nurse Assistant (CNA) Capitation Funding, 2022-2024

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	236	\$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	164	\$20,500.00
TOTAL FUNDING FOR 2022-2023	400	\$50,000.00

Fall 2023 Semester

Institution	Number of Recipients	Total Funding
Bossier Parish Community College	28	\$3,500.00
Fletcher Technical Community College	9	\$1,125.00
Louisiana Delta Community College	24	\$3,000.00
Northwestern Louisiana Technical Community College	15	\$1,875.00
South Louisiana Community College	32	\$4,000.00
TOTAL	108	\$13,500.00

Spring 2024 Semester

Institution	Number of Recipients	Total Funding
Baton Rouge Community College	25	\$2,500.00
Central Louisiana Technical Community College	91	\$9,300.00
Fletcher Technical Community College	17	\$1,950.00
Northshore Technical Community College	76	\$8,100.00
SOWELA Technical Community College	30	\$3,000.00
Nunez Community College	76.5	\$7,650.00
South Louisiana Community College	32	\$4,000.00
TOTAL	347.5	\$36,500.00
TOTAL FUNDING FOR 2023-2024	455.5	\$50,000.00

Appendix E

Louisiana Council of Administrators of Nursing Education (LACANE) Funding Allocations, 2022-2024

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	49	\$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.

Fall 2023 Semester

Institution	Number of Recipients	Total Funding
Grambling State University	2	\$3,634.88
Louisiana Tech University	4	\$15,685.00
LSU Health New Orleans	3	\$15,000.00
McNeese State University	1	\$5,000.00
Nicholls State University	2	\$2,987.30
Northwestern State University	5	\$16,456.21
Southeastern Louisiana University	2	\$4,124.88
Southern University and A&M College	1	\$4,080.00
University of Louisiana at Lafayette	1	\$3,350.00
University of Louisiana at Monroe	5	\$16,911.48
TOTAL	26	\$87,229.75

Spring 2024 Semester

Institution	Number of Recipients	Total Funding
Louisiana Tech University	5	\$21,870.00
LSU Health New Orleans	2	\$9,479.93
LSU Alexandria	1	\$5,000.00
McNeese State University	3	\$14,020.00
Northwestern State University	5	\$12,100.14
Southeastern Louisiana University	2	\$6,064.88
Southern University	1	\$1,111.00
University of Louisiana at Monroe	4	\$9,357.00
TOTAL	23	\$79,002.95
TOTAL FUNDING FOR 2023-2024	49	\$166,232.70

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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