

VIRTUAL
RUSH
CONFERENCE SERIES



The State of Nursing in 2023 What's Next?

Scott Jessie MBA, MSN, RN, CNS, NEA-BC
Chief Nursing Officer
SUNY Upstate University Hospital
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What Are We Focused On?

- So much to do!
- Repairing & Rebuilding the workforce
- Improving Quality & Patient Experience
- Innovating and redesigning care delivery
- Managing Workplace Violence/Safety
- Forecasting the future needs

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Repairing & Rebuilding the workforce

- Up to 800,000 plan to leave the profession by 2027
- US DOL estimates approx 200,000 vacancies per year over next decade
- We graduate approx. 125,000 new RNs yearly
- We denied approx. 92,000 nursing students in 2021

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Repairing & Rebuilding the workforce

- Lack of workers in all roles
- Currently advertised vacancies
 - RN – 437,168
 - Physician – 90,000
 - RX – 22,350
 - SW – 25,960
 - Paramedic – 10,190



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Rebuilding Nursing

- Retention > Recruitment
- Wages
- Schedule Flexibility
- Career Ladders/Options
- Wellness/WLB
- Education support
- Ratios
- Tech support

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Rebuilding Nursing

- Growing Nursing Programs
 - Improve Faculty Pay
 - Expand adjunct opportunities
 - Simulation training
 - Provide tuition support
- Recruitment
 - High schools & colleges
 - Social Media
 - In person & Virtual events
 - Make it EASY!!!

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Improving Quality & Patient Experience

- The Knowledge Complexity Gap
- Back to Basics / SOPs / Checklists

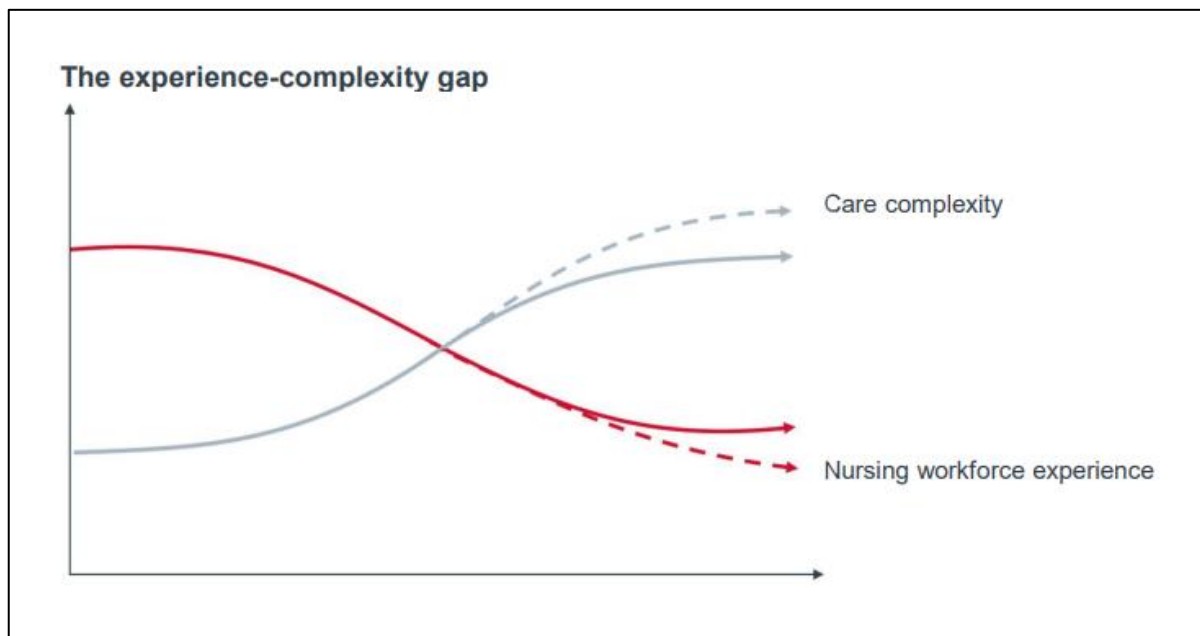


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Innovating and redesigning care delivery

Tech Solutions

- Virtual Nursing/Co-Caring
- Care models
- Maximize EHR solutions
- Machine Learning & Generative AI
- Capacity mgmt. solutions
- Drones
- Robots

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Managing Workplace Violence/Safety

- WPV 5X more likely in hospital setting
- Grown every yr since 2011
- Zero tolerance approach
- Criminal offense statutes/Partner with DA
- Weapons detection systems
- Staff SW position
- Behavior agreements

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Forecasting the future needs

What will ED, Inpatient, & Ambulatory growth look like in the next 10 years?



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Forecasting the future needs

By 2033

- ED volume increase 1%
- Urgent care volume decrease 13%
- Inpatient Volume increase 2%
- Outpatient volumes increase 16%
- ASC volumes increase 20%
- Home care increase 20%

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Our future is full of opportunity
Be flexible, adapt, and embrace change

Thanks for having me today!

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- www.aacnnursing.org
- www.aha.org
- www.beckershospitalreview.com
- www.nursingworld.org
- [AI in Healthcare, Where It's Going in 2023:
ML, NLP & More | HealthTech
\(healthtechmagazine.net\)](#)