

PROFESSIONAL DEVELOPMENT - ESTABLISHMENT OF GOALS

NLC - AGENDA ITEM

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1. PROFESSIONAL CERTIFICATION RATE

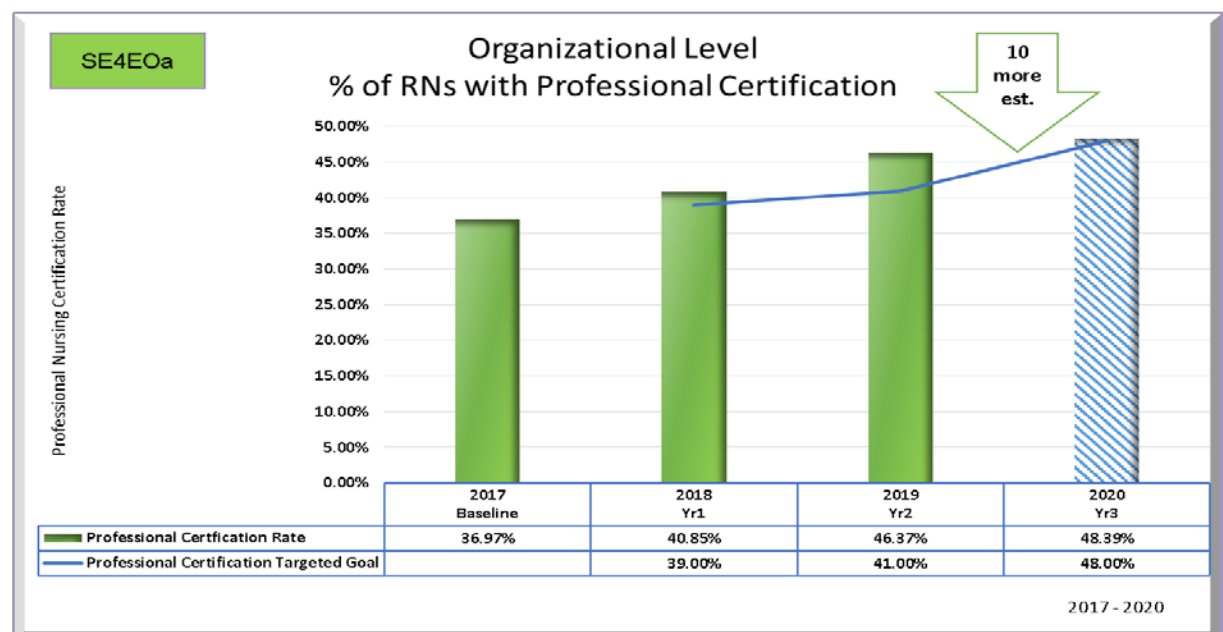
☒ Exceed goals for 2018 and 2019

Need to establish goal for 2020

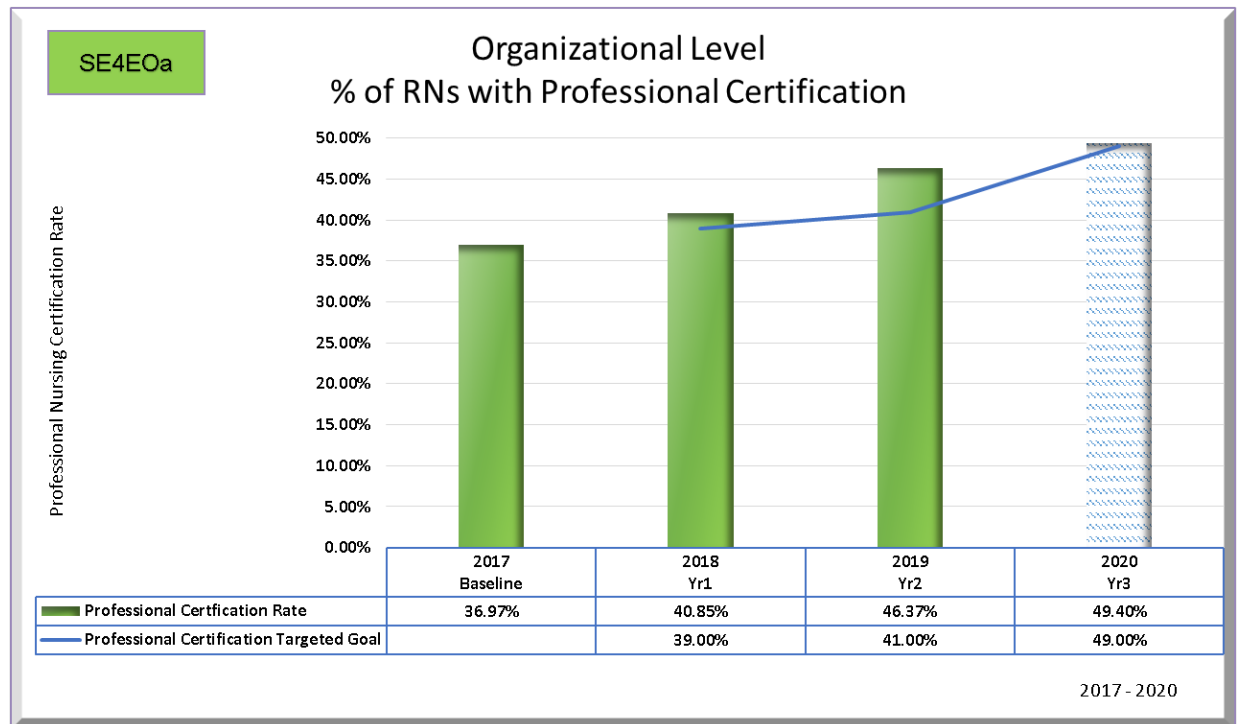
Keep in mind - Numerator and denominators are moving targets along with possible impact from COVID-19:

- Turnover - RNs leave who have certification
- We could hire RNs without certification
- Need to wait 2 years for new grads to be eligible
- Due to COVID-19:
 - Some testing centers closed
 - No time if children home, home schooled, etc.

Projection if estimated 10 more RNs earn a professional certification.



Projection if estimated 15 more RNs earn a professional certification.



% OF RNS WITH BSN OR HIGHER

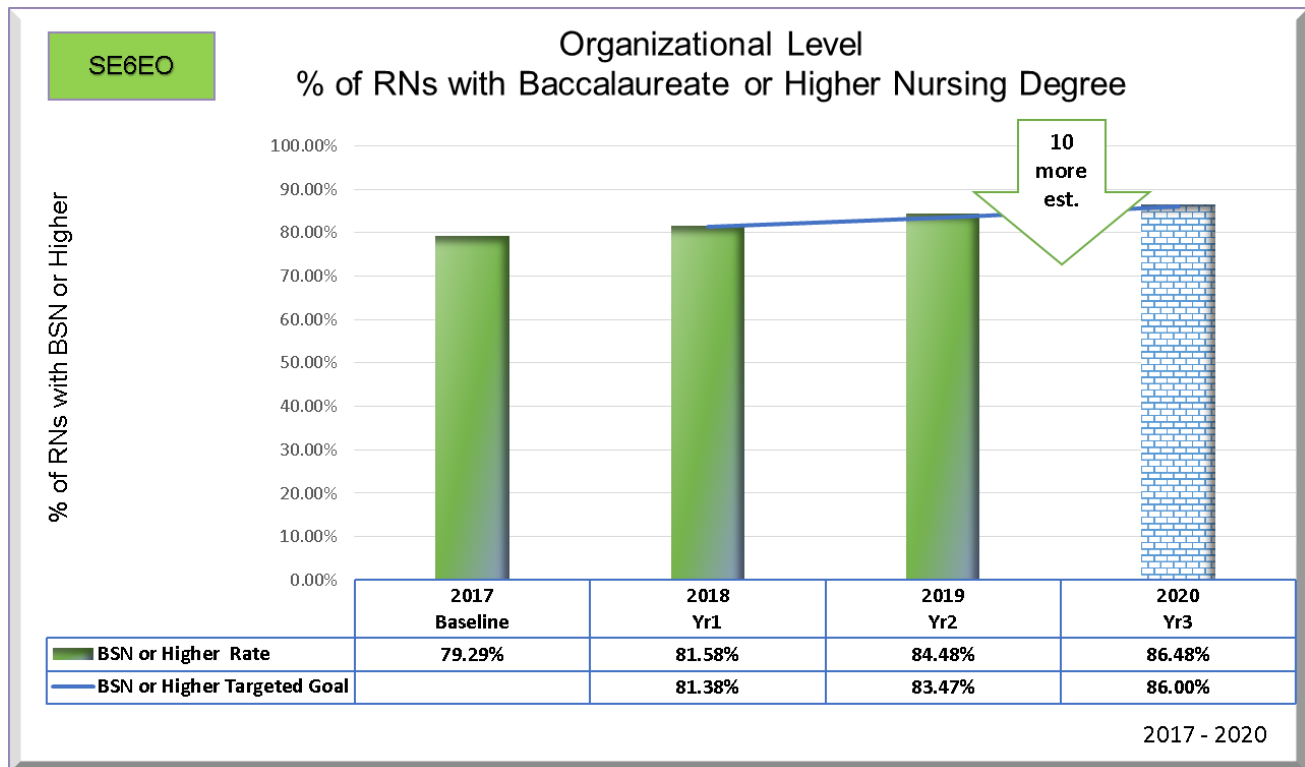
☒ Exceed goals for 2018 and 2019

Need to establish goal for 2020

Keep in mind - Numerator and denominators are moving targets along with possible impact from COVID-19:

- Turnover - RNs leave who have a BSN or higher degree
- Due to COVID-19:
 - Impact to enrollment for advancing degree
 - Gap in ED RNs causing hir 1-2 RNs without BSN.
 - No time if children home, home schooled, etc.
 - Retirement plans possibly impacted and/or delayed
 - No student affiliations during this time

Projection if estimated 10 more RNs earn a BSN OR Higher



Projection if estimated 15 more RNs earn a BSN OR Higher

