

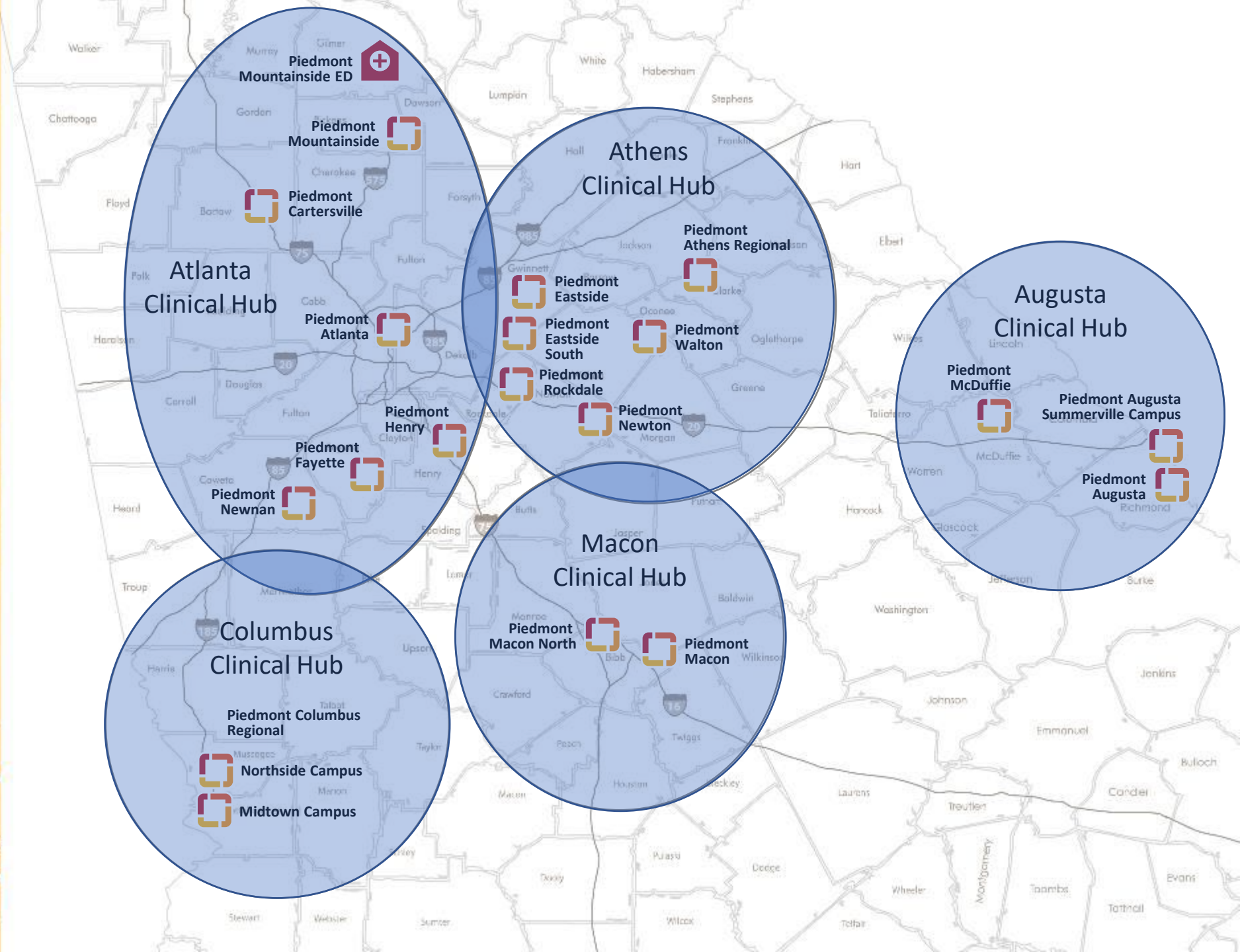


• The Power of Partnerships

- Paula Butts, MSN, RN

- VP of Patient Care Services and Chief Nursing Officer Piedmont Henry Hospital

Care Close to Home



Facts and Figures

- **37,000+ Employees**
- **3.4M+ Patients**
- **2,800 Piedmont Clinic members**
- **22 Hospitals**
- **3,500+ Total Beds**
- **1,400 Locations**
- **65 Urgent Cares**
- **25 Quick Care Locations**
- **1,875 Piedmont Clinic Practices**
- **770,339 Emergency Department Visits**
- **490 Organs Transplanted**
- **\$1.4B in Uncompensated Care**
- **\$52.2M Donations made to Piedmont Foundations**

• Piedmont Henry Hospital



- 2023 Facts and Figures*

- • 1,700+ Employees
- • 41 Volunteers
- • 750+ Physicians
- • 2,100 Newborn Deliveries
- • 89,000 Emergency Department Visits
- • 10,000 Surgeries
- • 76,000 Outpatient Encounters
- • 15,586 Inpatient Admissions
- * Fiscal year 2023 is July 1, 2021 to June 30, 2022



- 
- Clinical Workforce Snapshot

RNs at a glance

What do they do?¹

Registered nurses (RNs) provide and coordinate patient care, including:

- Assess patients' conditions and record observations
- Record patients' medical histories and symptoms
- Administer patients' medicines and treatments
- Set up plans for patients' care or contribute information to existing plans
- Consult and collaborate with doctors and other health care professionals
- Help perform diagnostic tests and analyze the results
- Teach patients and their families how to manage illnesses or injuries

Where do they work?



61% of RNs are employed by hospitals (including state, local, and private)



18% of RNs are employed by ambulatory health care services



6% of RNs are employed by nursing and residential care facilities



5% of RNs are employed by the government



3% of RNs are employed by educational services

Who works in this role?

90.6%

of RNs identified as female in 2020

19.4%

of RNs identified as an underrepresented racial or ethnic group² in 2020

0.2%

of growth in underrepresented racial or ethnic groups from 2017 to 2020

1. Job definition according to the Bureau of Labor Statistics.

2. Underrepresented racial or ethnic group is defined as one of the following categories: American Indian or Alaska Native, Asian, Black/African American, Native Hawaiian or other Pacific Islander, Other, More than one race category selected.

Source: [Occupational Employment and Wages, Registered Nurses](#), Bureau of Labor Statistics, May 2021; Smiley et al., "The 2020 National Nursing Workforce Survey," [The Journal of Nursing Regulation](#), April 2021.

RN turnover, vacancy rates reach historic heights in 2021

18%

Median bedside RN turnover of full-time and part-time staff, up from 14.8% in 2020

5.6%

Median total payroll expense on agency and traveling labor, up from 2.8% in 2020

11.7%

Median bedside RN vacancy rate, up from 5.8% in 2020

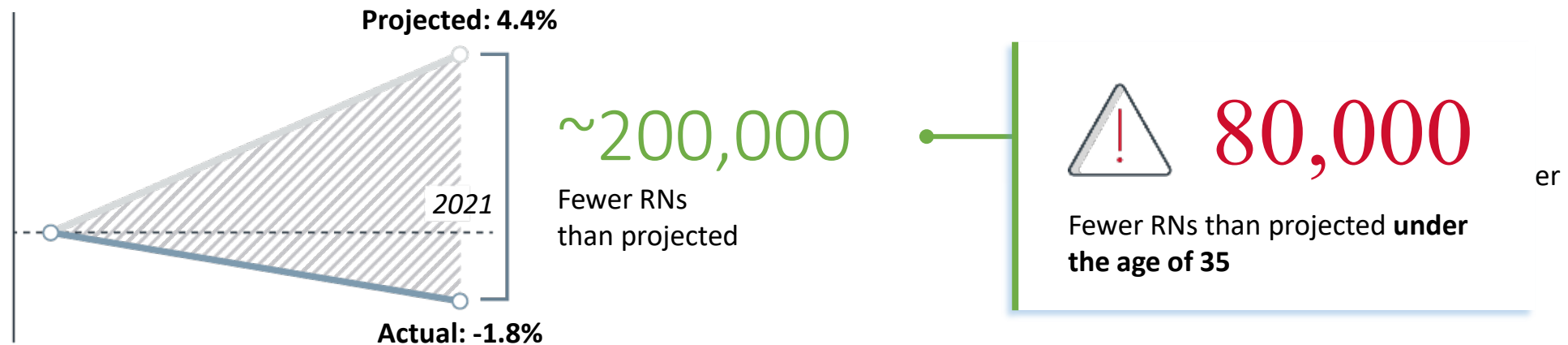
87 days

Average amount of days to recruit an experienced RN, up from 81 days in 2020

Source: "2021 Advisory Board hospital turnover and vacancy benchmarks," Advisory Board, March 2022; "2022 NSI National Health Care Retention & RN Staffing Report," NSI Nursing Solutions, March 2022

2021 saw steepest RN decline in four decades—especially among young nurses

RN workforce growth rate, projected vs. actual
2019-2021



Source: Auerbach D, et al., "A worrisome drop in the number of young nurses," Health Affairs, April 2022.

Meanwhile, projected RN demand is rising

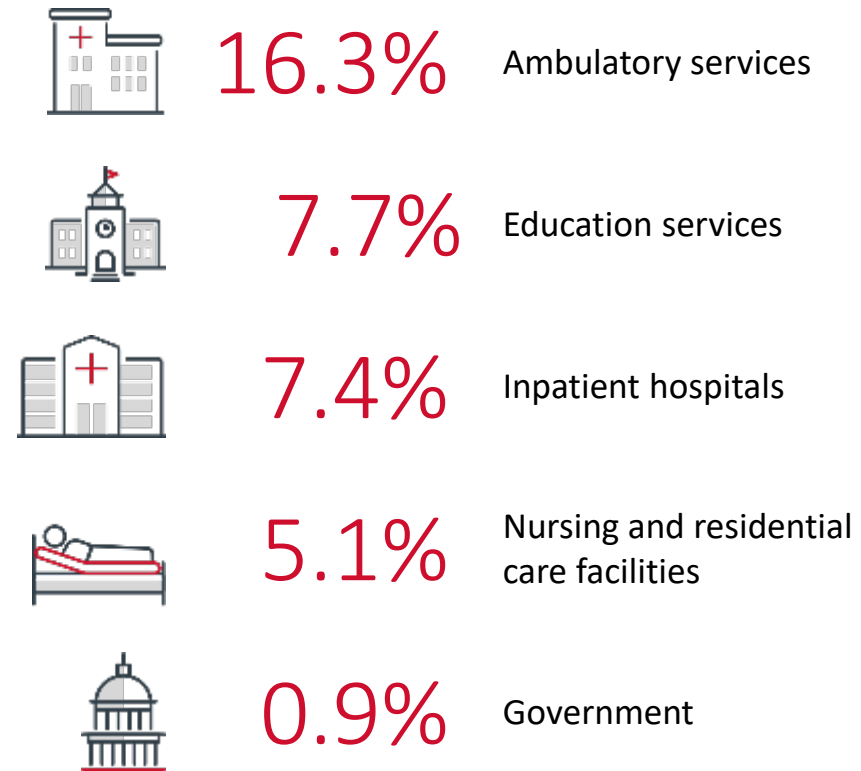
9%

Projected growth in demand for RNs, up from 7% in 2020

Anticipated increase in demand for RNs due to:

- Exodus of workers who transferred to different employers and/or left the industry
- Growth in demand for care among increasingly aging population and patients with chronic conditions

Projected growth in RN demand 2020 to 2030



1. 2020-2030

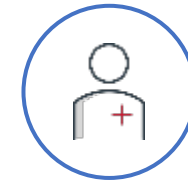
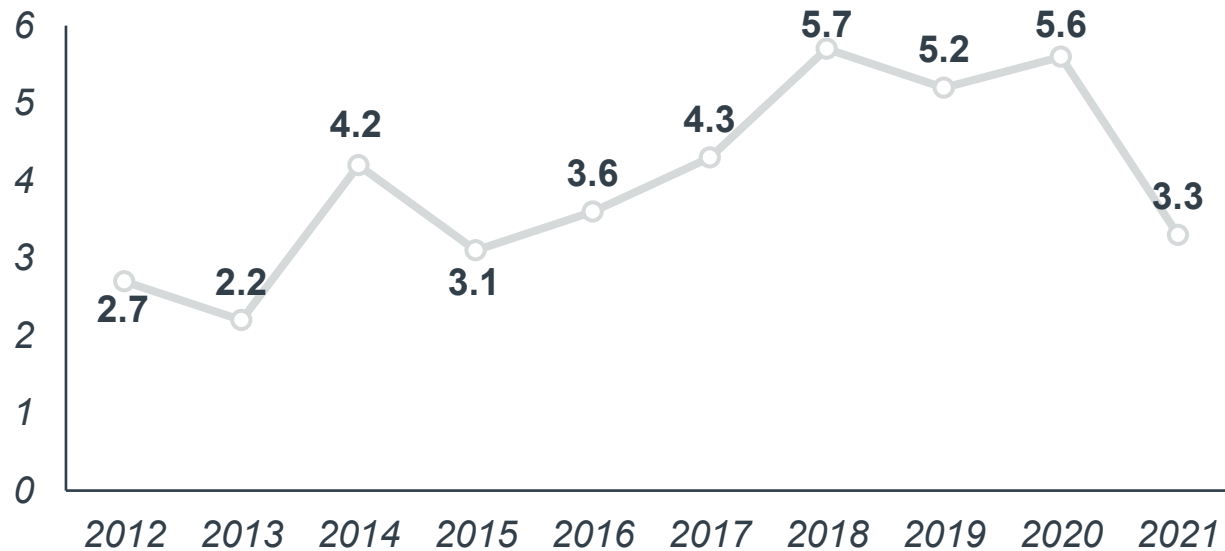
Source: ["Occupational employment and wage statistics query system"](#) Bureau of Labor Statistics, accessed May 2021

Nursing school enrollment constraining RN supply growth

Percent change in entry-level baccalaureate nursing program enrollment

2012-2021

n=964 schools of nursing



91,938

2021 qualified applications not accepted at nursing schools nationwide

Constraints on nursing enrollment growth

- Insufficient clinical placement sites
- Inadequate compensation for faculty
- Nursing school budget constraints

Source: ["Nursing schools see enrollment increases in entry-level programs, signaling strong interest in nursing careers,"](#) American association of colleges of nursing, April 2022.



- Strategies to Address Demands

It is all about the Partnership



Gordon State College



Clayton State University



Henry County Schools



Southern Crescent
Technical College



Chamberlain College of
Nursing

It is about investing!

Adjunct Faculty

Dedicated Education Unit

Clinicals, Clinicals, Clinicals

Student Placement Coordinator

Nurse Extern Programs

Youth Leadership/HOSA

Community Outreach (Stop the Bleed, BEFAST)

MOU: Gordon State College/Henry County Schools/Piedmont Henry Hospital Accelerated Program for Highschool Students

Gordon State College Associates in Science Nursing Transfer Pathway
FIRE 1000 Freshman Intro to Reasoning and Essentials
Humanities
ENG 1101 Composition 1
ENG 1102 Composition 2
Comm. Fundamentals of Public Speaking 1101
ENG 2131 American Literature 1
HIST 2111 American History 1
POLS 1101 American Government
HIST 1121 Western Civilization
SOC. 2293 Intro to Marriage and Family
Health Care Classes
PHED 1001 Health and Wellness for Living
PHED 1015 First Aid/CPR Responding to Emergencies
Sciences
PSYC 1101 Introduction to Psychology
PSYC 2103 Introduction to Human Growth and Development
CHEM 1151K Survey of Chemistry I
CHEM 1152K Survey of Chemistry II
Biology 2210K Anatomy and Physiology I
Biology 2211K Anatomy and Physiology II
Biology 2250K Microbiology and Health Sciences
COLQ 2292 Natural Sciences/Mathematics Colloquium
Math
Math 1111 College Algebra
Math 1401 Elementary Statistics

HCS High School DE 4 Year Course Program : Associates in Nursing (49 College CH)		
*Algebra I taken in MS * Physical Science taken in MS *Personal Fitness and Health taken the summer after 8 th grade.		
Freshman Fall	Freshman Spring	Freshman Summer
Introduction to HC Sci	Essentials of Healthcare	Service Learning: hospital or satellite healthcare locations (20 hours)
GSE Geometry 9 th Grade Lit and Comp WL 1	Biology WL 2 *Zero period or as a 5 th online course (free) World History (AP) Chemistry	
Sophomore Fall	Sophomore Spring	Sophomore Summer
Allied Health & Medicine	Psyc 1101	Internship/ Service Learning(20 hours)
FIRE 1000 ENG 1101 Algebra II	HIST 2111 (American History) COMM 1101 Biology (AP)	ENG 1102 Psyc 2103 SOC 1101
Junior Fall	Junior Spring	Junior Summer
Surgical Tech	Math 1111 (Algebra II)	Paid Internship at hospital or satellite location.
Biology 2210K (Anatomy) WL 1 Pre-Calculus	WL 2 ENG 2131 (American Lit) Biology 2211K (Additional SCI)	Service Learning (20 hours) Biology 2250K History 1121 SOC 2293
Senior Fall	Senior Spring	
PHED 1101 COLQ 2292 CHEM 1151K AP Micro	PHED 1015 Math 1401 CHEM 1152K POLS 1101	
Paid Internship PHH	Paid Internship PHH	



What does the
future look like?

- ❖ AI/IT: Dragon, Virtual Nursing, Sitter Programs
- ❖ Accelerated Programs
- ❖ Kindness and Caring