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Submission date: 09-Jan-2021 02:31AM (UTC+0700)

Submission ID: 1484717474

File name: The_Global_Nurse_Workforce.edited.docx (25.6K)

Word count: 2160

Character count: 11965

The Global Nursing Workforce

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The Global Nursing Workforce

Today, healthcare globalization has led to an inherently interconnected workforce. This interconnection spans across universal processes, structures, boundaries and systems. In the healthcare arena, nurses comprise the vast sectors of the universal Healthcare workforce. Thus, they are the most generally targeted and summoned labor force to provide imperative nursing portions in the field. Likewise, in the global healthcare economy, nursing practitioners play an indispensable role in the integration of roles. Nevertheless, the global nurse workforce is speculated to face a more severe shortage, with a long-drawn-out duration than before. This means that all grassroots policies as well as strategies executed by nursing employers will barely succeed. Here, aspects such as the aging workforce in the practice, low rates of unemployment, and the universal proclivity of the nursing workforce shortage pull together the conventional elements that result in shortages of nurses. Realizing the urgency of this issue necessitates developing reliable solutions in various core sectors of Healthcare delivery frameworks, education, regulations and policies, and the public image. Such a move will ensure a sustainable transformation and guarantee of tolerable supply of nurses universally. Hence, this paper will present a convincing discussion of the global nurse shortage concerning how I would lobby my legislators or local government for funds to support this issue as my chosen topic. It will equally present a succinct explanation of why I chose this specific topic, the present-day relevance of the global nurse shortage discussions in nursing, how the global nurse shortage is integrated into clinical practice, and how information is applied in the clinical setting.

Why I Chose The Global Nursing Workforce Topic

Today, every interview, dialogue, speech, and article that covers the topic of the global nursing workforce has identified that the modern trend of shortages of nurses takes a different

course from what has been previously known and studied. Hence, based on a similar understanding and scholarly identification with the issue, I chose this topic. Despite the nursing shortage is a global issue, a segment of the contributory aspects have not changed. Such constant aspects include women embracing and having different occupational choices. Thus, compared to previous deficiencies, chief differentiators of nursing shortages in the global nursing workforce range from the overall labor force shortages in subsidiary vocations and support labor, the aging personnel in the nursing practices to the universal nature of the nursing workforce shortage. Global debates on the shortage of workforce show that various health care employers around the world are yet to meet the required employment ratio for highly skilled, astute and experienced nursing practitioners. This is although the length of infirmity stays has significantly reduced and the home, as well as ambulatory Healthcare environments, demand more acute care.

Also, I chose this topic to shade more light on how global nursing workforce shortage adds more weight to the global economy. In this regard, this scarcity is significantly driven by leading supply side of supply and demand curve rather than side of its demand. As a consequence, the global nursing shortage presents such a complex and intricate shortage that is projected to grow worse in the subsequent years as more nursing workforce age and seek retirement. Therefore, traditional economic solutions accompanying novel premium packages, coverage of relocation or sign-on bonuses will not increase the supply of nurses but they do bear short-term impact (Buchan et al., 2007). As a result, they will only create the need for more holistic approaches that are speculated to create long-term effect solutions

¹ In the United States, average age of full-time nursing faculty is forty-nine years.

Similarly, almost 30 percent of the global nursing workforce is over the age of fifty. Based on similar insight, a research study that was published at the beginning of the second half of 2000,

forecasted that by 2010, 40 percent of nurses in the United States will be fifty years or older (Buerhaus, 2000). There two main approaches the world can confront this complex shortage. First, individual nation-states should consider the enrollment of a heightened number of nursing students. This move will usher in more fledgling nurses in the workforce. Lastly, governments, policymakers and Healthcare strategists should redesign the models of patient care delivery on the ground that is likely to support the nursing practice and retention of an elderly labor force. In essence, nursing is a physically as well as emotionally demanding career, it ought to confront nursing shortage through the introduction of novel technological innovations into the nursing arena. Also, another reason for choosing this topic is that the associated discussions cite the need for hospitals and nursing trailblazers to support the aging nurses. They could do the latter by availing more time off, sabbaticals and scheduling flexibility.

Current Relevance of The Global Nursing Workforce Topic

The global healthcare system is constantly confronted with a myriad of challenges and problems. Hence, the global nursing workforce topic is of profound significance since the universal nursing labor force is essential to handling and tackling such challenges. It necessitates to firstly put in place the optimal working conditions to completely harness the potency of the nursing vocation. This will significantly help to unite all nursing practitioners in accomplishing their distinct potentials. To recognize and identify the true value of the nursing vocation, the American Nurses Association (ANA) has advocated for specific changes in the Healthcare sector. Also, these reforms will greatly help to empower nursing professionals to spearhead the envisioned change revolution in their respective communities as well as organizations.

Regardless of the tones of imminent problems linked to levels of staffing in the global nursing workforce, this topic is of great significance since it helps elucidate the fact that now is a

significant time for nursing profession, where the tremendous figure of Registered Nurses (RN) in the US is presented with a window of opportunity to collectively work as a unit to lay the necessary groundwork that shall define the future of healthcare sector in the country.

Correspondingly, nurses are bound to practice under heightened work stress in the face of a lack of decisive action that could aid remedy the prevailing shortage in the global nursing workforce. Last but not least, another relevance of this topic is that it helps concerned stakeholders step into the future and envision Healthcare sector through the lens of workforce shortage. For instance, it is the nursing workforce that shall shoulder the burden of patient responsibility if the health care system will perpetually continue to be strained by a surge in the population of the aged personnel besides broadening access to civil health care.

According to Frijters et al. (2007), the nursing profession more than any other field will experience a surge in the number of Registered Nurses occupational openings by 2022. This increase is projected to happen at a rate of 100 000 per annum. However, since by the same period more than 500,000 seasoned RNs are forecast to retire, the United States Bureau of Labor Statistics estimated that there was an amounting need for more than one million novel RNs to fill the expansion slots to avoid drastic nursing workforce shortages. Moreover, a similar move will help make up for the replacement of retirees.

Lastly, this topic is of great significance since it helps cite considerable factors that are prospective to create a renewed severe nursing shortage in the United States labor force. For instance, by nearly a hop of two years, the number of hired registered nurses with an average age has been increasing. This trend has been consistent for the past ten years and has been moving from 42.7 to almost 44.6 between 2000 to 2010, respectively. It is such contributory factors

besides the anticipated economic growth and strengthening that shall see the aforementioned proposition hold.

**How Global Nursing Workforce is Integrated Into Clinical Practice And How Information
Could Be Used In The Clinical Setting.**

The primary duties of a nurse are to examine, monitor, care for as well as safely and timely discharge of their patients. Thus, how efficient and effective a nurse will be to appropriately render or discharge the aforementioned duties is directly affected by the nurse-patient ratio. The latter ratio depicts the number of patients that are assigned under the care of nursing practitioners. According to a study by the American Medical Association, a health facility with a 1:8 nurse-patient ratio was bound to experience five additional deaths for every a thousand patients compared to other hospitals with a staffing policy of a 1:4 nurse-patient ratio (Maier & Aiken, 2016). Also, this same study indicated that at every given time, the chance of a patient's demise increased by 7 percent for every additional patient assigned to single nurse care. Collier and Harrington (2008) equally demonstrated that there is an existing relationship between unsafe policies concerning staffing of nurses and high nurse turnover.

Accordingly, all information related to global nursing workforce and the way nursing practitioners endeavor towards realizing stable global wellbeing can be utilized to recognize and identify the challenges and opportunities in the universal clinical practice environment. In the clinical care setting, when the number of globally approved and qualified nurses is made adequate, it may either be a beneficial aspect or a challenging factor. The challenges stem from the overheads involved in the preparation of nurses. On the other hand, the standardized clinical practice promising outcomes make up the opportunities (Maier & Aiken, 2016).

How I Would Lobby My Legislators Or Local Government For Funds To Support the Global Nursing Workforce Shortage

In this paper, my quest to lobby the local government or my legislators for funds to support the global nursing workforce shortage will strive to address the need for additional recruitment of more nursing apprentices besides retaining the elderly nurses. First, I would use the past few year's information to prove to these policymakers the causal agent of global nursing workforce shortage. For instance, scholarly findings have shown that one contributory aspect for the latter shortage is the decline in number of new students admitted to the nursing schools. ¹ The American Association of Colleges of Nursing website has proved that the past five years the number of learners admitted to the bachelor's degree programs has been waning. To explain this decrease, many reasons were identified. They include many people who have been exposed to career choice information when choosing career paths as well as college-level education. Hence, based on nursing profession conditions counting the need to discharge service at night, weekend and evening shifts, many young folks do not consider nursing as a positive career path. To address this issue, legislators should formulate a roadmap that shall ensure the integration of elderly practicing nursing specialists who cannot deliver physical demands of the field into teaching and training novice and new nurses. Also, the local government should create new models of edification and training as acutely as a novel framework of patient Healthcare delivery.

Lastly, the local government and legislators should create sensitization programs to reach kids before they get into high school. This will guarantee a robust and perpetual pool of nursing apprentices. Since educators equally are of the mind that kids have their minds made up of career

paths by the time they get into fifth grade and what is a desirable or undesirable profession, an upfront positive image of the practice for the fledgling folks is imperative.

In summary, United States has almost two million registered nurses in various infirmaries. This is where the global nursing workforce is experiencing a shortage or is projected with profound concern. Nevertheless, all settings of practice are probable to be impacted in the long-run. Although few fixes promise to stabilize this issue, strategies employed for long-term as well as short-term objectives are necessary to mitigate this deficiency. This is because of the structural ascription of the global nursing workforce shortage. It necessitates recruiting novel nurses, retain the existing nurses and put in place decisive regulatory and policies to end the barrier to admission of new students. The application of the above strategies should be done as a way of enhancing models of patient care and sound staffing.

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