Maine University Nursing Workforce Plan

- Double Nursing Enrollment
- New Programs in High-Need Regions
- Free Nursing Education for Qualifying Students

Career-advancing Online Nursing for Maine Health Professionals
More than $4 million in investment to provide every Maine healthcare professional affordable, online access to graduate nursing education

Nursing Outreach to Rural Maine
Accelerated, 24-month BSN Program for current degree holders

New Clinical Placement Partnerships
Collaborating with healthcare partners to increase clinical placements for nursing students

The Maine Career Early College Health Professions Certificate
Supporting high school students preparing for careers as Maine health professionals

Free Nursing Education
First-degree, pre-licensure Maine nursing students with the greatest financial need can attend UMA, UMFK and UMPI with tuition and mandatory fees completely covered.

Investments Pending Passage of Question 4
The University Workforce Bond

- Double Nursing Enrollment
- New Programs in High-Need Regions
- Free Nursing Education for Qualifying Students

Augusta
UMA
Deliver better enrollment and support services to UMA's largely adult, career-focused student population, helping to build BSN enrollment to 400 students over five years

Fort Kent
UMFK
Advance plans to establish a health science and professional campus that can devote more resources to facilities that support campus and online nursing education

Machias
UMM
Renovations and lab upgrades to the Science Building and improvements to support an addition of nursing simulation equipment

Presque Isle
UMPI
Rehabilitate and expand nursing and allied health classroom and lab space in two campus buildings

Lewiston
USM
Investments in the Lewiston-Auburn community to increase access to nursing education in the region

Portland
USM
Double the size of the nursing simulation lab to support 20% growth in BSN program over five years
Maine healthcare providers are struggling today to fill hundreds of nursing positions. The challenge facing community healthcare institutions grows even greater as the wave of nursing professionals over 55 reduce hours and retire from the physically demanding field.

**The Nursing Cliff**

3,200 Nursing Vacancies by 2025

Projected shortage of 3,200 RNs by 2025

Supply vs. Demand, RNs, Maine Total – 2015 to 2025

Source: The Center for Health Affairs workforce initiative, NEONI

Maine’s Aging Population Continues to Grow

- One-third of Maine’s nurses are over the age of 55
- Half the nurses in Maine’s rural coastal counties are over the age of 55

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<th>Percentage of RNs over 55</th>
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400 New Nursing Graduates Needed Every Year

Maine needs 400 additional license-eligible nursing graduates every year to replace retiring nurses and meet the growing demand for healthcare in a state where the service-dependent, 65-and-over population will grow by a third in the next ten years. Maine’s nursing leaders are also seeking to attract an additional 250 nurses to the state annually.

A 50% Increase in License-Eligible Nursing Graduates

- In 2017 Maine’s public and private institutions graduated 801 license-eligible nurses with an Associate Degree in Nursing (235) or a Bachelor of Science Degree in Nursing (566). It will take a 50% increase in license-eligible nursing graduates across Maine to meet the workforce objectives set by nursing industry leaders.

- BSN graduates are particularly important given the hiring preferences of healthcare providers. Maine needs highly qualified professionals to care for clinically complex patients and to become workforce leaders and educators.

- Maine’s public university nursing programs educate the majority of the state’s BSN graduates

- First-degree, pre-licensure Maine nursing students with the greatest financial need can attend UMA, UMFK and UMPI with tuition and mandatory fees completed covered.

New Clinical Placement Partnerships

The 2017 Maine Nursing Summit and regional workforce collaborations being led by the University of Maine System and healthcare industry partners are creating new opportunities for clinical placements. The dedicated education unit established by Eastern Maine Medical Center, the University of Maine, and Husson University is an example that has doubled clinical placement capacity.

Career-advancing Online Nursing for Maine Health Professionals

More than $4 million in investment and program innovations are planned to create an industry-leading online nursing program that provides every Maine healthcare professional affordable, online access to graduate nursing education that can be balanced with family, work and community obligations. Innovations will include time condensed courses, frequent on-ramps, enrollment assistance, advanced outreach and high touch student support services that are proven to help busy adults achieve program success.

Training that will be available to Maine healthcare professionals encompasses a suite of programs offered by the University of Southern Maine or the University of Maine at Fort Kent including: RN to Bachelors of Science in Nursing, Masters of Science in Nursing, and the Doctor of Nursing Practice. The University of Maine System is planning a fall 2019 launch and five-year total online enrollment of more than 1,000 Maine nursing students.

Plan Components

**Rural Maine Nursing Expansion into High Need Regions**

The University of Maine at Augusta will provide BSN nursing in the Fall of 2019 in Augusta, Brunswick, Rumford, Rockland, and Ellsworth, bringing local access to nursing education to the Maine regions with the largest percentage of nurses approaching retirement age. Nursing was launched in Presque Isle through a partnership between UMFK and UMPI in the Fall of 2018 and UMaine plans to bring an accelerated, second-degree BSN program to Machias that will give Washington County residents an opportunity to transition into local nursing careers.

$12 Million in nursing labs, classrooms, and student supports investments pending voter approval of Question 4

The University Workforce Bond includes funding that would double the USM nursing simulation space in Portland. It would advance the UMFK plan to establish a health science and professional campus in Fort Kent and upgrade the Science Building and planned site for nursing simulation at UMM in Machias. Planned investments would improve student support services and coordination for UMFK’s largely adult career-focused student population, expected to grow by 400 nursing students. Question 4 funding would also upgrade the health science facilities and provide a permanent location for nursing at UMPI in Presque Isle.

Accelerated BSN for second-degree students through the Nursing Outreach to Rural Maine (NORM)

The University of Maine has launched the Nursing Outreach to Rural Maine pilot in the Bangor region with Acadia Hospital. Expanding soon to the University of Maine at Machias, the program will expedite career transitions into nursing for community members who already hold a bachelor’s degree. Rural, community-based access and two-year program length will help working adults from Washington County into local health careers.

The Maine Career Early College Health Professions Certificate

Launched in the Fall of 2018 at the University of Maine at Machias, the Early College Health Professions Certificate gives participating high school students the chance to explore a Maine career in healthcare and earn up to 19 transferable college credits at little or no cost to their families. With System support and campus coordination, the Early College Health Professions Certificate will be offered online starting in the Fall of 2019 giving every qualified Maine high school student an opportunity to explore and prepare for a career as a Maine health professional.

**The Five-Year Plan**

The University’s five-year nursing workforce plan includes program innovations and expansions, new community partnerships, and proposed investments in nursing labs, equipment and campus facilities. Plan objectives include:

- Doubling nursing enrollment in the University of Maine System;
- Expanding access to pre-licensure nursing education into high-need regions;
- Free nursing education (tuition and mandatory fees covered) for first degree, pre-licensure Maine nursing students with the greatest financial need; and
- New pathways and opportunities to explore and advance Maine healthcare careers for:
  - Maine high school students
  - Career-transitioning working adults
  - Maine healthcare professionals

- **Plan Components**

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