

Summary of Continuing Competency Awareness Data from the 2017 Nursing Workforce Supply Survey

Where We are Succeeding

Overall awareness of the new continuing competency (CC) requirement is high. Approximately three-quarters of nurses who are working in Hawai'i report that they are aware that they need to meet the CC requirement to be eligible for nurse license renewal. Hospitals have been especially strong partners in making our working nurses aware of the requirement as indicated by 80% awareness among hospital-employed nurses.

However, despite the best collective efforts of the Hawai'i Board of Nursing, the Hawai'i State Center for Nursing, employers, academic partners, professional associations, and bargaining units to inform nurses of the new requirement, there are still groups of nurses who report not being aware of the requirement.

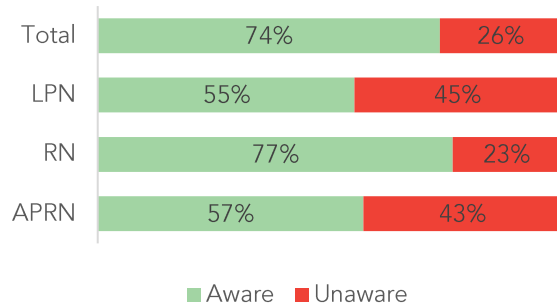
Where We Need to Focus

The data highlights below come from 2 continuing competency-related questions included on the 2017 Nursing Workforce Supply Survey. The questions asked nurses to report whether they were aware of the new CC requirement and what activity they intended to do in order to meet the requirement for the 2019 relicensing cycle.

Overall, the data suggest that awareness of the CC requirement is lowest among LPNs, nurses who work in Hawai'i but outside of hospitals, and nurses not currently employed in-state. Additionally, data suggest that ongoing awareness-building efforts should also assist nurses, especially LPNs, in identifying the most feasible and appropriate activity by which they should complete the CC requirement.

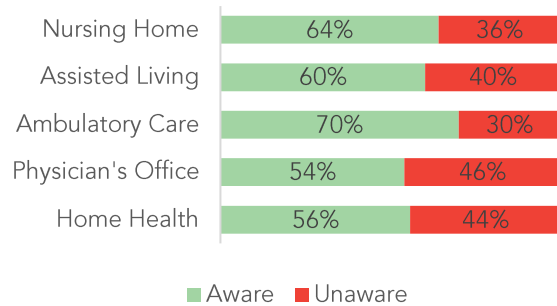
Though overall awareness of the requirement is high, nearly half of LPNs employed in Hawai'i report being unaware of the new CC requirement. APRNs also report relatively low levels of awareness but are exempt from the requirement.

Percent of Nurses Employed in Hawai'i Who are Aware of the CC Requirement



Awareness-building efforts must coordinate with employers in several settings in which substantial proportions of nurses report being unaware of the CC requirement.

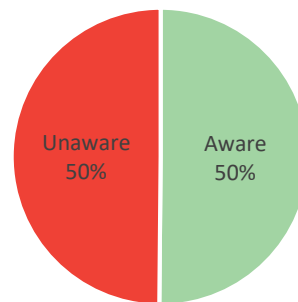
Percent of Nurses Employed in Each Setting Who Are Unaware of the CC Requirement*



*Graph includes settings in a high proportion of nurses are employed and a high proportion of nurses who are unaware of the CC requirement.

Increased efforts need to be directed toward informing the approximately 10,000 nurses who are not currently working in Hawai'i** about the CC requirement. Loss of these licenses would have an adverse impact on the operating budgets for both HBON and HSCN.

Percent of Nurses Not Currently Employed in Hawai'i Who are Aware of the CC Requirement



**Includes nurses who are in state but not working in a position that requires or is enhanced by a nursing license and nurses who are working in a nursing position outside the state.

<p>Though a board-approved refresher course is one of 9 eligible CC activities, as of the time of this report, there is no BON-approved course available in Hawai'i. This will pose difficulties for nurses who plan to do a refresher course to meet the CC requirement.</p>	<p>Nurses Who Plan to Take a BON-Approved Refresher Course</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>LPN</td> <td>17%</td> </tr> <tr> <td>RN</td> <td>4%</td> </tr> <tr> <td>Total</td> <td>5%</td> </tr> </tbody> </table>	Category	Percentage	LPN	17%	RN	4%	Total	5%
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<p>The majority of nurses intend to complete 30 continuing education credits to complete the CC requirement. Work may need to be done to facilitate nurses' awareness of and access to BON-approved CE providers.</p>	<p>Percent of Nurses Intending to Complete 30 CE Contact Hours to Complete CC Requirement</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>LPN</td> <td>57%</td> </tr> <tr> <td>RN</td> <td>70%</td> </tr> <tr> <td>Total</td> <td>69%</td> </tr> </tbody> </table>	Category	Percentage	LPN	57%	RN	70%	Total	69%
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<p>Despite HBON having pre-approved 9 activities that will meet the CC requirement for 2019, many nurses report the intention to pursue some other activity that will require review and approval by the board.</p>	<p>Nurses Who Plan to Complete their 2019 CC Requirement by Doing an Activity Not Pre-Approved by HBON</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>LPN</td> <td>17%</td> </tr> <tr> <td>RN</td> <td>4%</td> </tr> <tr> <td>Total</td> <td>5%</td> </tr> </tbody> </table>	Category	Percentage	LPN	17%	RN	4%	Total	5%
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