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Disruptive Demographics Their Effects on Nursing Demand, Supply, and Academic Preparation. G. Rumay Alexander, EdD, RN; James H. Johnson Jr, PhD. *Nurs Adm Q.* 2021; 45(1): 58-64. Doi:10.1097/NAQ0000000000000449

Abstract

The nursing profession faces both a labor shortage and a diversity problem. Nine proactive strategies—rooted in the disruptive demographic trends that are transforming our nation—are advanced to address these 2 critical issues.

Discussion Questions:

1. The authors identify three major trends that will shape the future demand for nurses in the U.S. healthcare system: 1) geographic, driven by the redistribution of the American population to the southern states (Texas, Florida, Georgia, North Carolina, and Virginia), 2) the “browning” of America driven by increased immigration from Asia, Latin America, and the Middle East, and 3) the age composition of the population – the “graying” of America. Reflect on the demographics of the population served by your institution, how are they trending? How are these three trends shifting the demands for services provided by your organization and/or the demand for nurses?
2. Four, noteworthy demographic subgroups have emerged as driving the needs for nursing professionals: 1) well-off retirees moving to amenity-rich areas that support active lifestyles and drive demand for specialized services, 2) vulnerable older adults concentrated in rural areas with limited facilities and with difficulty attracting and retaining nurses, 3) Americans experiencing a “demographic depression”, large young, white, less-than-college educated individuals who have not benefitted from economic growth, and 4) minority youth (<18 yrs. of age) who face inadequate political and financial support for education, who live in hyperracially segregated neighborhoods, and who live in concentrated poverty. Reflect on the demographic subgroups served by your organization. How are these trends driving the need for nurses?
3. Which of the nine proactive steps outlined by the authors could address the labor supply and/or diversity challenges in your local area?