

Massachusetts Local Public Health Nursing Data Survey Project



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MHOA Presentation



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Presentation Outline

- Study Goal
- Study Reach
- Data Sources
- Data Findings
- Key Takeaways
- Next Steps and Future Directions
- Questions and Feedback

Project Goal

Document the range of local Public Health Nursing services provided across the state.

Study Reach

- 351 Massachusetts cities and towns were contacted and 198 communities participated
- These 198 participating communities were served by 123 different local PHNs

Data Sources

- Job descriptions
- Surveys
- Interviews

Local PHN Job Descriptions

Requested through:

- Direct contact with local health depts.
- Telephone surveys
- MHOA emails and at member meetings
- MAPHN emails and at member meetings

Surveys

Participants

- Local public health nurses
- Local board of health directors

Data Collection Method

- Project Team conducted telephone surveys
- Emailed survey link to local PHNs to schedule a time for a telephone survey
- Local PHNs could complete the survey online using survey link

Data Collection Recording

- REDCap survey tool

Follow-up Phone Interviews

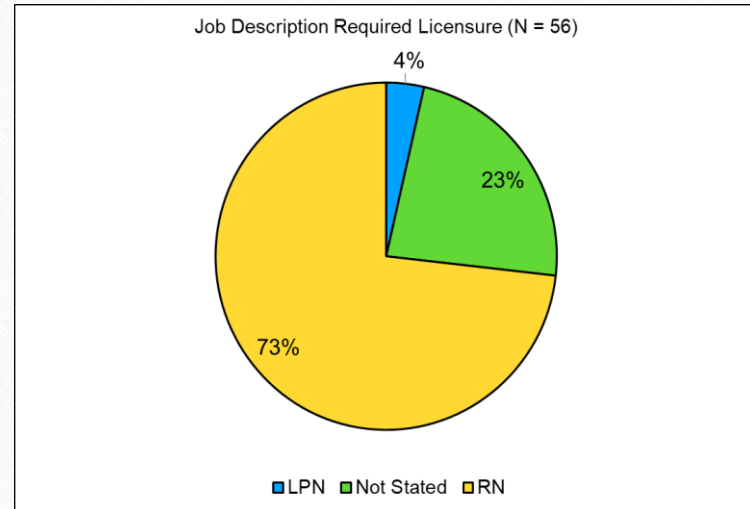
- Local PHNs were provided an opportunity to volunteer to participate in a follow-up interview
- Six (6) local PHNs were selected from those that volunteered
- Selection of participating local PHNs was based upon
 - Geographic distribution
 - Size of population served
 - Organization (e.g. community, regional) of local PHN services

Job Description Data

Local Public Health Nurse: Licensure Job Description Data

Required Licensure

- 41 (73%) required RN licensure
- 2 (4%) required LPN licensure
- 13 (23%) did not require any licensure



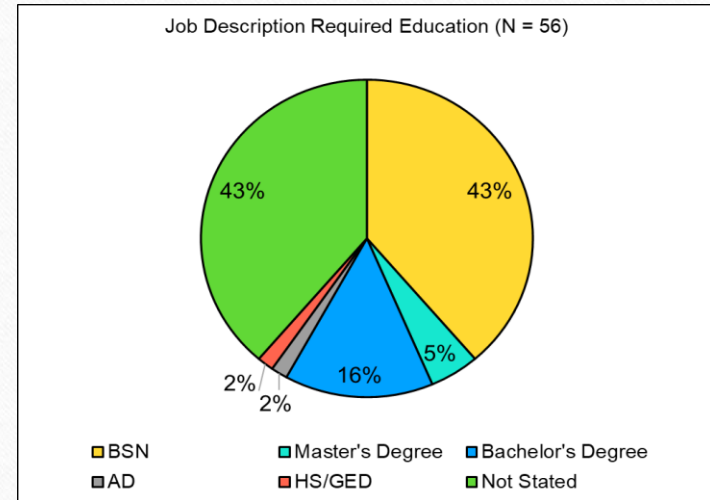
Local Public Health Nurse: Education

Job Description Data

Required Education*

- 24 (43%) required a Bachelor of Science in Nursing (BSN) degree
- 1 (2%) required a high school diploma or GED
- 24 (43%) did not state minimum educational requirements

*Some job descriptions required multiple degrees or diplomas, therefore “total” is greater than >100%

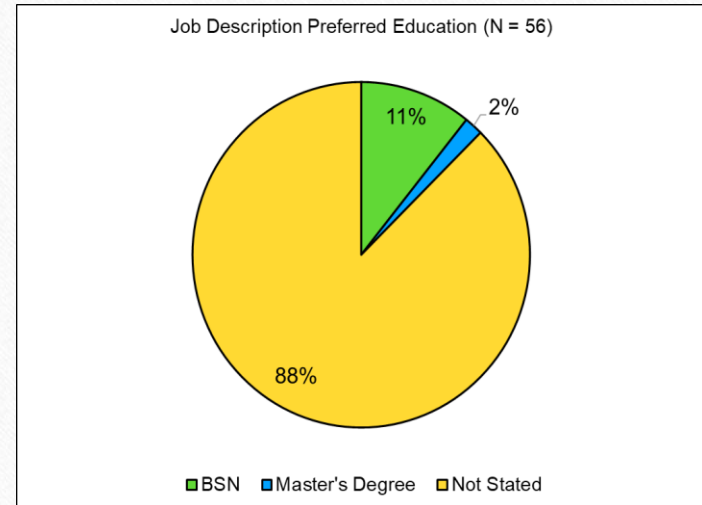


Local Public Health Nurse: Preferred Education Job Description Data

Preferred Education*

- 6 (11%) preferred a BSN
- 1 (2%) preferred a Master's
- 49 (88%) did not state a preferred level of education

*Numbers are rounded, therefore the total adds up to >100%



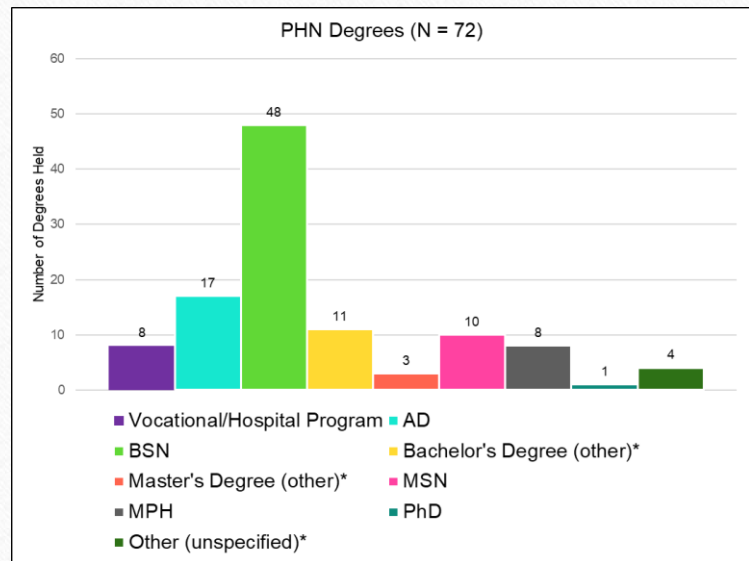
Survey Data

Local Public Health Nurse: Education Survey Data

Academic degree held*

- 48 BSN
- 17 Associate degree
- 8 Vocational or Hospital training program

*Some Local PHNs hold multiple degrees, therefore “total” adds up to >72

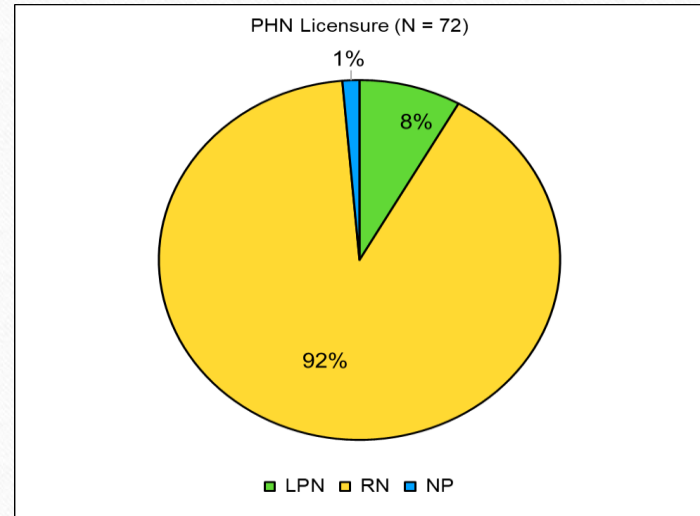


Local Public Health Nurse: Licensure Survey Data

Licensure Type

- 66 (92%) RN
- 6 (8%) LPN
- 1 (1%) NP (advanced practice RN)

Numbers are rounded, therefore “total” adds up to >100%

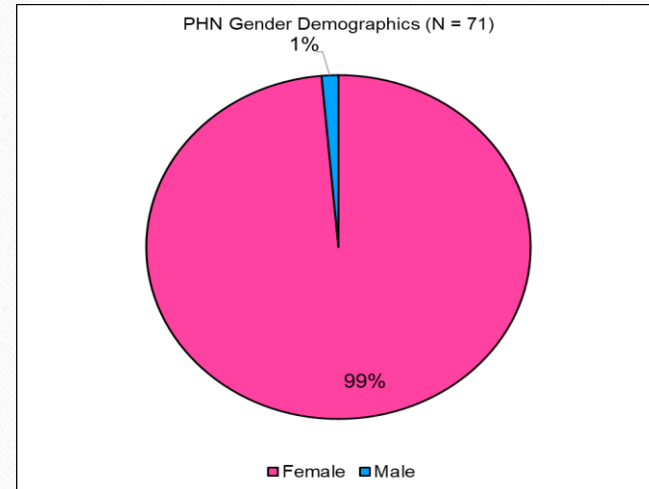


Local Public Health Nurse Demographics

Survey Data

Gender Demographics:

- 70 (99%) Female
- 1 (1%) Male



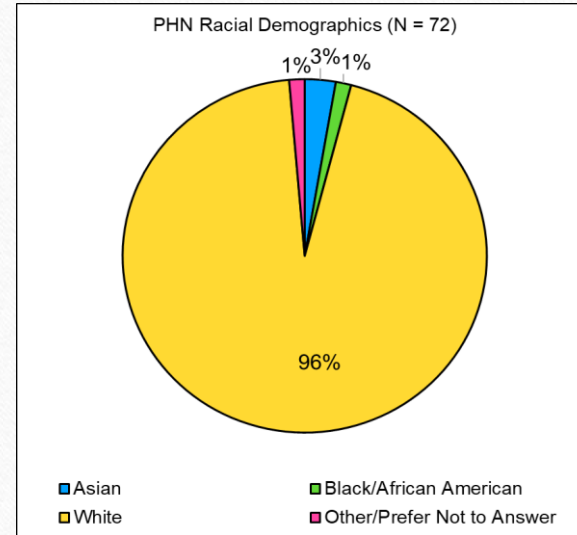
Local Public Health Nurse Demographics

Survey Data

Race/Ethnicity Demographics*:

- 69 (96%) White
- 2 (3%) Asian
- 1 (1%) Black/African American
- 1 (1%) Other/Preferred not to answer

* Numbers are rounded, therefore “total” adds up to >100%



Interviews

Major Challenges

Interviews

Themes that Emerged:

- Increased Workload
- Lack of Guidance and Leadership
- COVID-19 Fatigue
- Pre-Pandemic Local PH Nursing Role and Experiences
- During Pandemic Local PH Nursing Role and Experiences
- Pandemic to Endemic COVID-19 Local PH Nursing Role and Experience Transition

Strategies Employed by Local PHNs

Interviews

- Bringing the entire public health nurse force together through collaboration to combat lack of leadership and guidance
- Bolstered each other's spirits, find strength when they feel isolated
- Meetings on a regular basis with co-workers

Key Study Takeaways

- Job descriptions for local PHNs are inconsistent and varied across the state
- Lack of diversity in the local PHN workforce
- PHN services should be distributed equitably across the Massachusetts population

NB: registered nurses do not receive population health education prior to a baccalaureate degree educational level

Next Steps and Future Directions: Local PHN Role

- Future studies should build upon this initial study to gather data from: Local Public Health Nurses, Local Boards of Health, MAPHN, MHOA, MDPH Office of Local and Regional Health, and other partners
- Examine Local PHN role across all MA communities in a non-pandemic environment
 - Comparative analysis of community expectations
 - Actual scope of role as practiced including commonalities and differences
 - Comparison of local versus regional models on PHN role
- Conduct an analysis of the demographic of the Massachusetts Local PHN population with a demographic of the Massachusetts population
 - Develop a long term plan to address the disparity

Next Steps and Future Directions: Funding

- Collect data on PHN funding allocations and expenditures at the local and regional levels
- Collect local public health nursing per capita data

Next Steps and Future Directions: Populations Served

- Collect data to determine access to local PHN services across the state
 - Obtain data from residents served by local PHNs across the state
 - Ensure that data is collected from local PHNs that serve vulnerable populations
- Design a future study that collects data on populations served by local PHNs including: underserved communities, inequities within populations



Goes Out To ...

- Former APHC project team:
 - Kevin Cyr, APHC Project Team Lead
 - Evelyn Masterson
 - Matthew Long
 - Evangeline Yuan
 - Iffat Farah
 - Victoria Wang
 - Ziyang Jiang
- Previous APHC volunteers who assisted prior to data collection
- Massachusetts Health Officers Association (MHOA)
- Academic Public Health Corps (APHC)
- Massachusetts Department of Public Health (MDPH)
- Massachusetts Association of Public Health Nurses (MAPHN)

Questions & Feedback



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