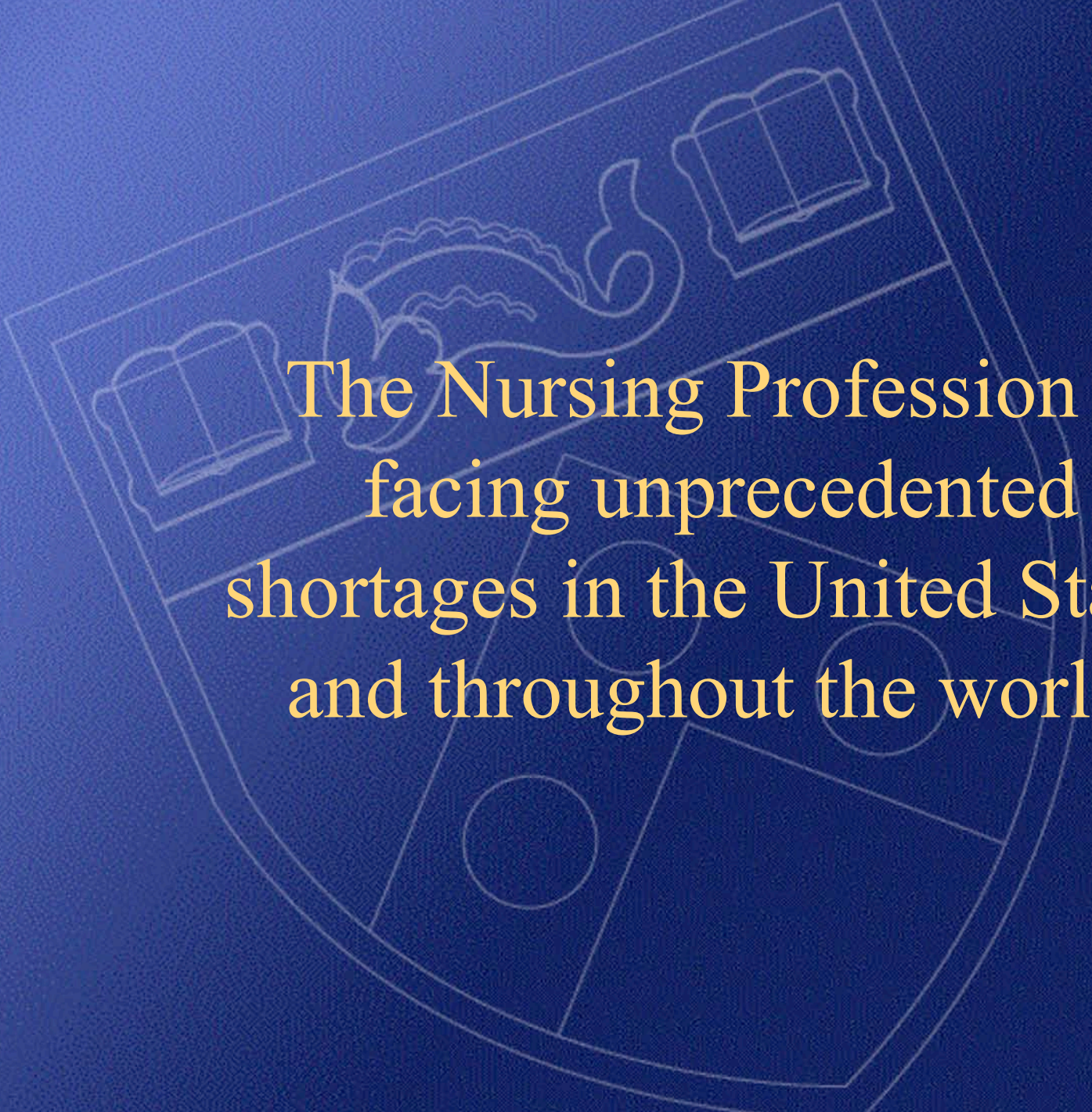


Balancing the American and Global Nurse Shortage




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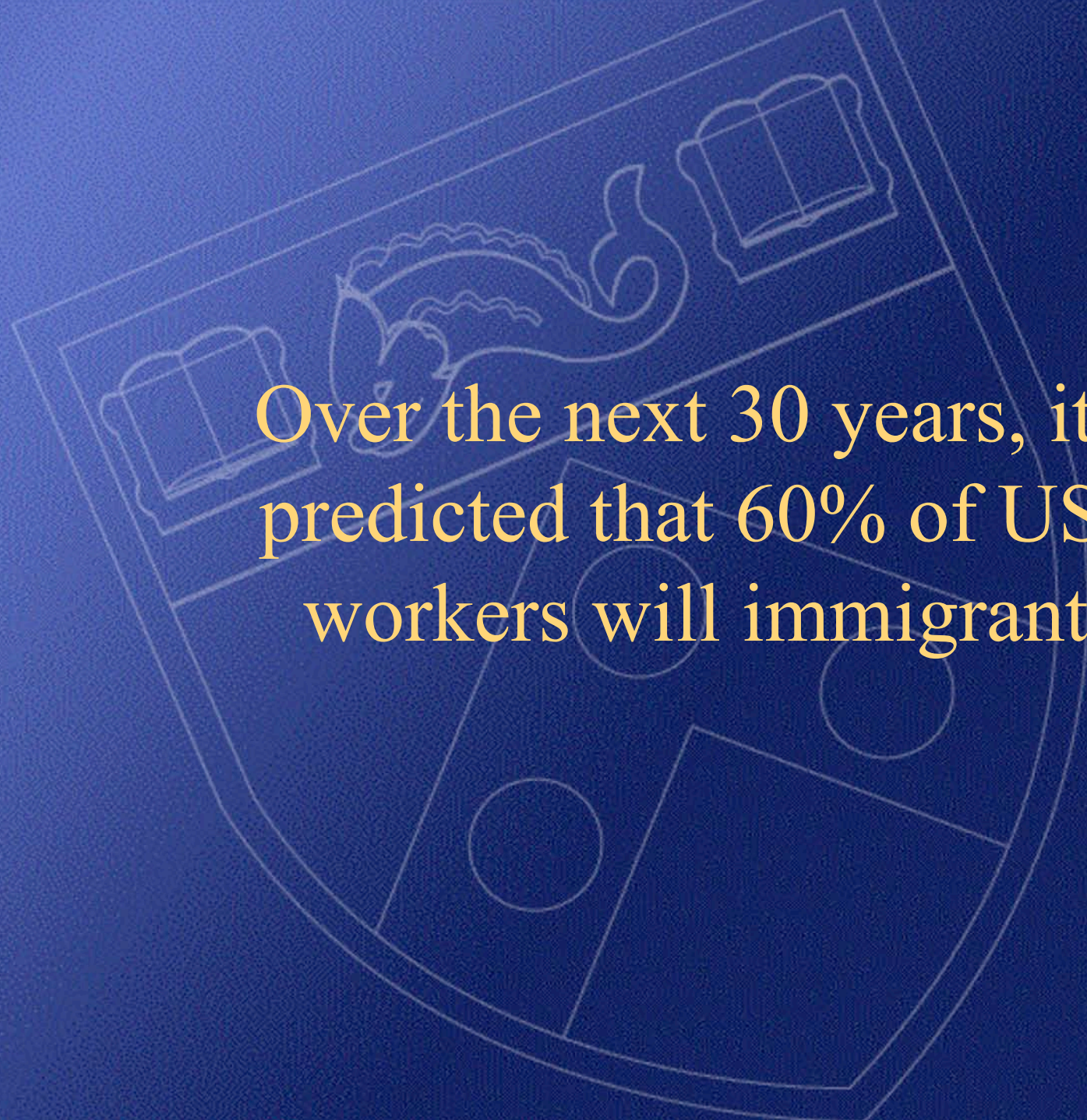
The Nursing Profession is
facing unprecedented
shortages in the United States
and throughout the world.



In the USA alone by year 2020,
there will be 400,000 fewer nurses
available to provide the care
needed.



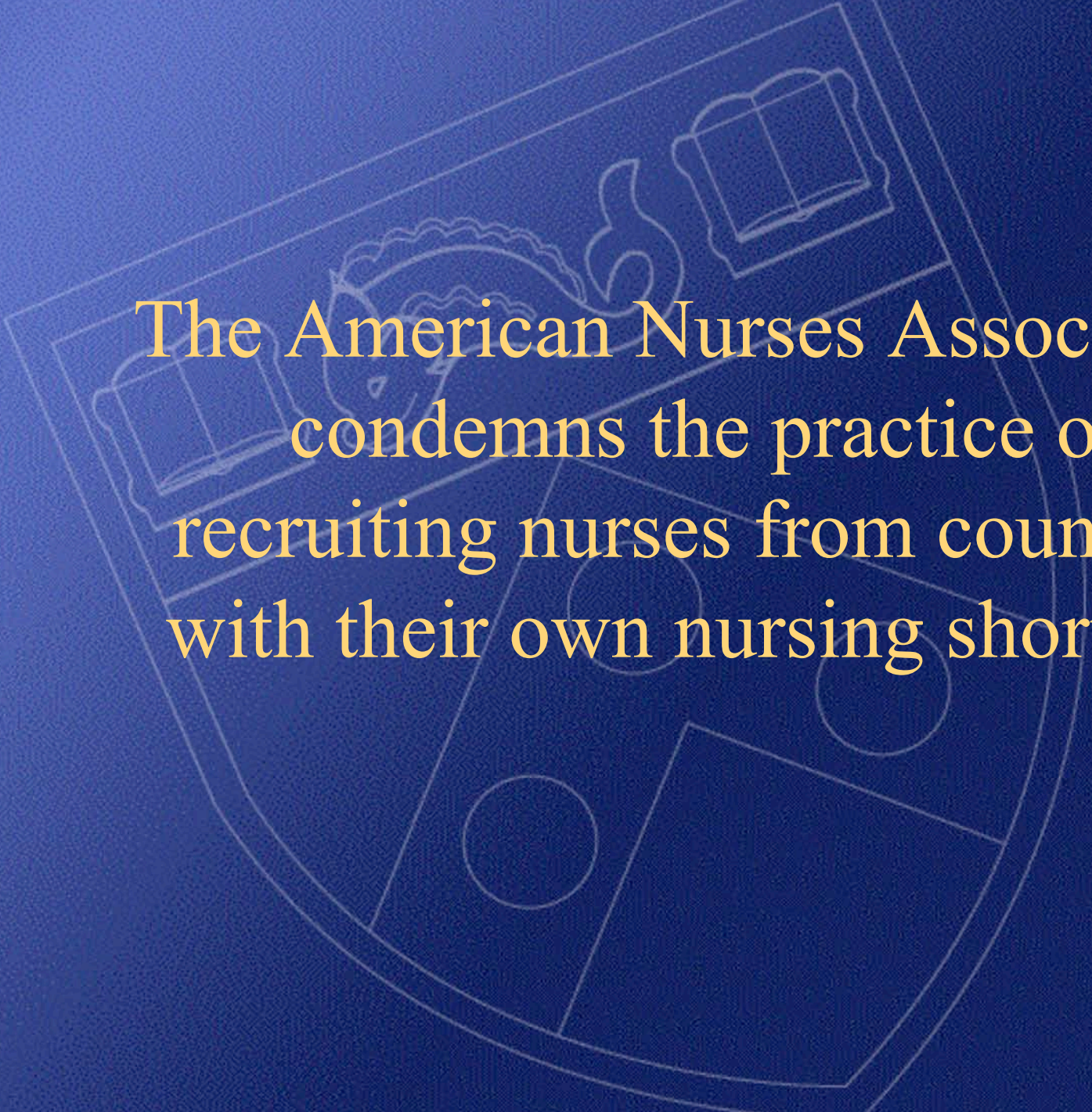
Globally, Canada, England,
Ireland, South Africa and many
African nations are experiencing
severe shortages.



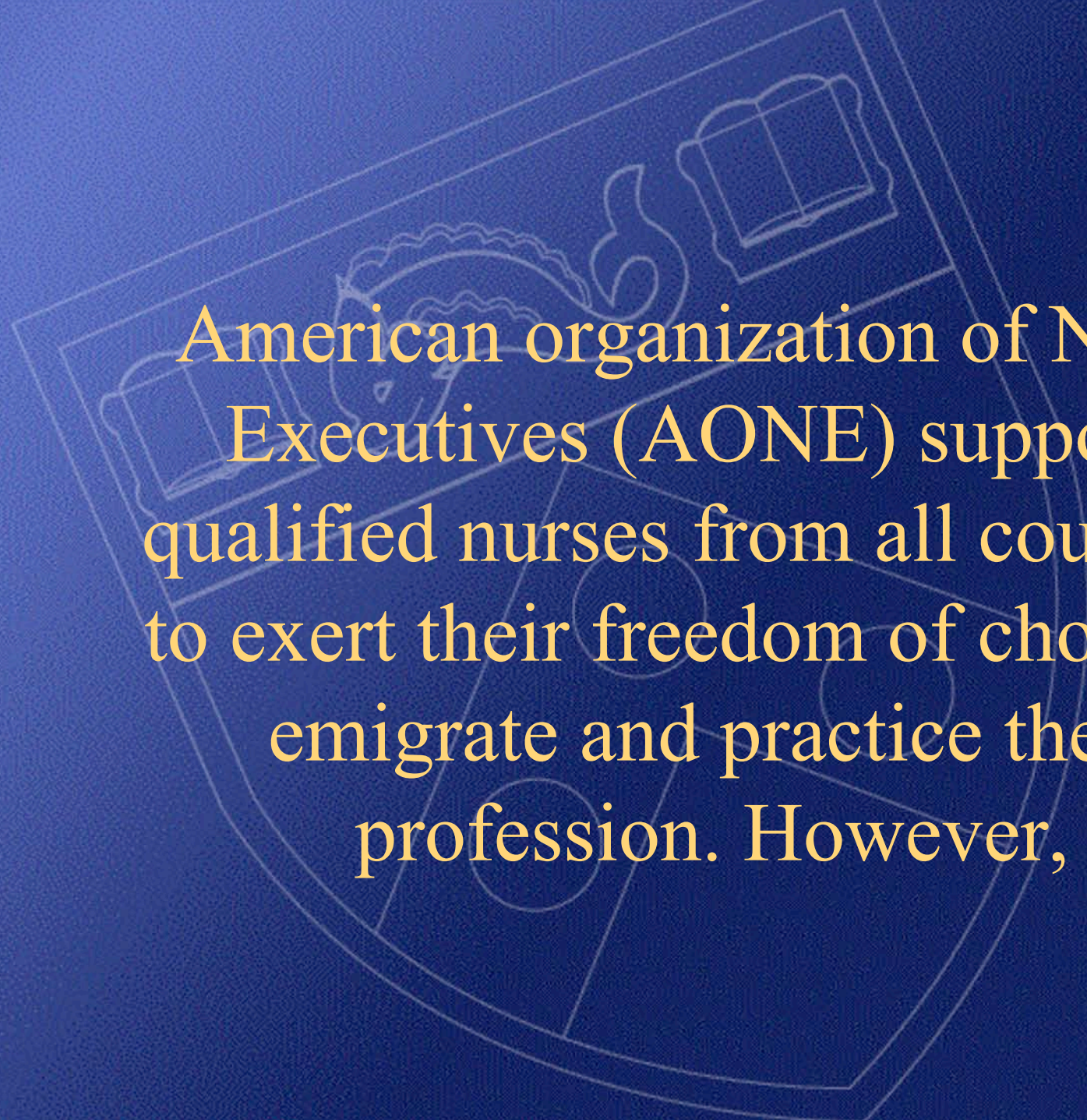
Over the next 30 years, it is predicted that 60% of USA workers will be immigrants



This issue of international nurse recruitment is complex and involves many ethical and cultural considerations.



The American Nurses Association
condemns the practice of
recruiting nurses from countries
with their own nursing shortage.



American organization of Nurse
Executives (AONE) supports
qualified nurses from all countries
to exert their freedom of choice to
emigrate and practice their
profession. However,

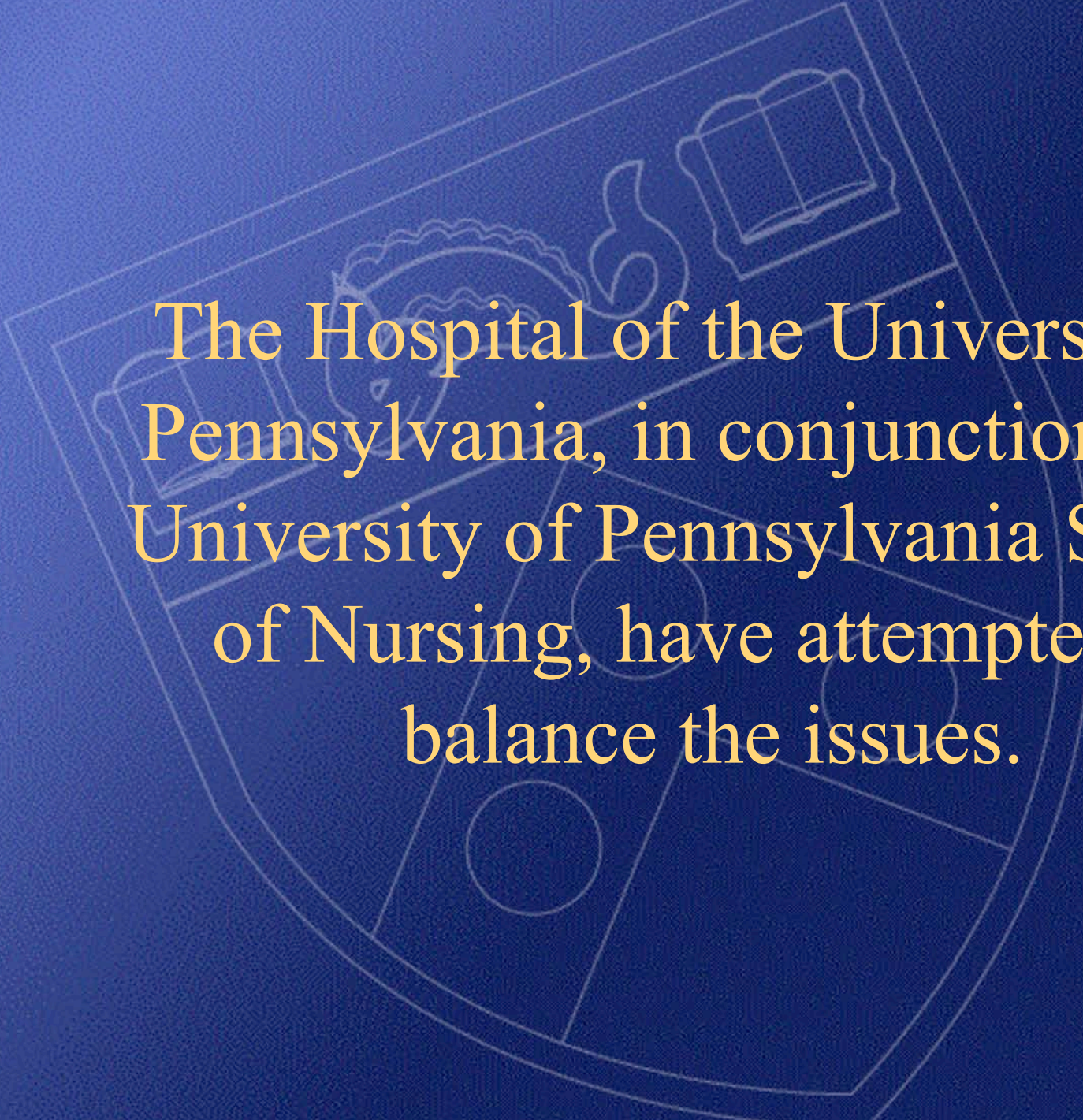


AONE does not support agencies
that attempt to:

1. Lower international regulations
2. Make false promises to recruits and,
3. Take large number of nurses from struggling countries causing closure of hospitals in desperate areas.



Where is the midpoint for the fulcrum to balance the American shortage with the Global Shortage?

The background of the slide is a dark blue color with a faint, light blue watermark of the University of Pennsylvania crest. The crest features a shield with a book, a lamp, and a sun, surrounded by a circular border with text.

The Hospital of the University of Pennsylvania, in conjunction with University of Pennsylvania School of Nursing, have attempted to balance the issues.

Penn's International Nursing Program



I. Global Nurse Ambassador

II. Graduate School Nurse Exchange

III. Clinical Specialist Nurse Consultancies

I. Global Nurse Ambassador

This program serves to broaden the hospital diversity initiatives and promotes a positive cultural climate for diversity this includes facilitating visits from international nurses for clinical experience and pairing them with American nurses to develop a cross-appreciation of each other's culture.

II. Graduate School Nurse Exchange

H-I-B Visa


Acceptance at graduate school

III. Clinical Nurse Specialist Consultancies



Proposal

Funding



“We all live under the same sky
but we don’t all have the same
horizon”

-Konrad Adenauer