


Chapter 23

Examining the Effectiveness of Policies Aimed at Increasing General Nursing Graduates in Meeting Healthcare Workforce Demands

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ABSTRACT

The worldwide medical services area is wrestling with an industrious deficiency of nursing experts, influencing the nature of patient consideration. This study evaluates the impact of policies implemented to increase the number of general nursing graduates and their effectiveness in meeting the demand for healthcare workers. The review utilizes a blended strategies approach, consolidating quantitative information investigation of nursing graduate measurements with subjective bits of knowledge from strategy assessments and partner interviews. Key strategies under the survey incorporate monetary motivators, instructive program developments, and administrative changes pointed toward sliding passage hindrances into the nursing calling. The outcomes uncover a critical increase in nursing graduates, corresponding with further developed labour force measurements.

INTRODUCTION

One of the most crucial links to societal welfare, healthcare continues to suffer an age-old problem plaguing its system: one that cannot hold on to a viable workforce solution (Aiken et al., 2014). A similar concern was the lack of nurses (Buchan et al., 2020). This is more than a staffing shortage; it results in reduced quality of care, less efficient delivery, and poorer community health (Dall'ora et al., 2020).

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To deal with this matter, many countries have implemented broad policy measures for enlarging the pool of general nursing graduates (Buerhaus et al., 2021). Abstract This paper seeks to explore if these standards are keeping up with the increasing demands of healthcare workers (Finn et al., 2022). There are many reasons why we need a resilient nursing workforce. The increasingly ageing global population also means that we have a growing problem, particularly in countries like Japan and Korea, where many seniors require more frequent as well as intensive medical attention (Kwon et al., 2023). Medical advances and new technologies necessitate a knowledgeable, adaptable nursing labour pool. (Venkateswaran et al., 2023). Finally, the COVID-19 pandemic has exposed and exacerbated longstanding health system vulnerabilities worldwide, revealing a persistent shortage of nurses (Montgomery et al., 2022). In turn, governments and educational institutions have policies to support increases in nursing program enrollment as well as student retention (King et al., 2023). Financial incentives, in particular, are one of the key instruments used (Thomas et al., 2024). Nursing scholarships, grants, and loan forgiveness programs assist in making nursing education accessible to students (Aditya Komperla, 2023). These are key incentives for those from lower-income backgrounds who might not otherwise consider a career in Nursing (Sailakumar & Naachimuthu, 2017).

Moreover, these aids have been created to alleviate debt that discourages so many would-be nurses from going into the profession (Divya & Naachimuthu, 2020). The growth of nursing educational programs is another critical policy area. Suggested strategies for realizing such goals might include increasing the number of seats at nursing schools, establishing more four-year baccalaureate programs for nurses, and developing an accelerated track (Tak & Sundararajan, 2023). These initiatives intend to raise the number of nursing graduates and thus supply (Hana et al., 2022). In addition, to improve the quality and effectiveness of nursing curricula, this study used current educational technologies and modalities like e-learning platforms as well as simulation-based courses (Thammareddi, 2023). Key to it is the regulatory reforms (Naachimuthu, 2007). The report recommends policies that make accreditation less burdensome, reduce regulatory barriers, and expand entry requirements to allow more students into the discipline (Obeta et al., 2024). Efforts to incorporate foreign-trained nurses can also produce more immediate gains in the national nursing pipeline (Sudha et al., 2024).

Despite concerted efforts to address these problems, regional differences in policy adoption and impacts remain, with greater gains in some areas than others (Vashishtha, & Kapoor, 2023). A range of factors contributes to this overall disparity, such as regional economic conditions, the availability of educational resources, and varying levels of government financial assistance (Nidhi et al., 2024). For example, economically well-off areas with stronger economies may have better-funded schools and wider support systems for nursing students, leading to higher graduation rates and better preparation opportunities. Conversely, schools in poverty-stricken areas may lack the necessary resources, leading to lower success rates and less effective training programs (Clark et al., 2023). Another critical factor influencing the success of these policies is the retention of nursing graduates in practice. High attrition rates among new graduates are driven by job dissatisfaction, burnout, and more appealing opportunities outside nursing. Job dissatisfaction often stems from heavy caseloads, understaffing, and insufficient professional development opportunities. Burnout is another significant issue, as nursing is a high-stress field with long hours and emotionally taxing patient care. Additionally, better-paying or less stressful fields may attract nursing graduates away from nursing, undermining efforts to increase the workforce (Weaver et al., 2022).

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