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**CENTER FOR AMERICAN NURSES INSTIGATES POLICY CHANGES TO BOOST
MATURE NURSE RETENTION IN FACE OF SHORTAGES**

**The Center and AARP join forces to develop workplace recommendations surrounding
mature nursing issues to share with 2005 White House Conference on Aging**

SILVER SPRING, MD — The Center for American Nurses, with the sponsorship of AARP and in coordination with the American Nurses Association (ANA), hosted a revolutionary conference, “Workplace of the Future: Spotlight on the Mature Nursing Workforce,” on Wednesday, June 22, 2005, at the Melrose Hotel in Washington, D.C. Health care professionals, employers, policymakers, patient and consumer advocates, and financial planners convened to determine best practices for engaging and retaining mature nurses and to share these outcomes with the 2005 White House Conference on Aging.

The aging of the nursing workforce presents major challenges to hospitals, long-term care and outpatient facilities, and other health care settings that already face unprecedented shortages of nurses. Nationwide, the mature nursing workforce and its employers are struggling with a severe lack of financial planning for nurses’ retirement, appropriate human resources benefits, knowledge sharing, recruitment and retention, safe patient handling, and the use of technology.

“Together, this vast cross-section of professionals can offer a grounded understanding of the changing needs of experienced nurses and their implications on both the emerging workforce and patient safety,” said Debbie Hatmaker, president of the Center for American Nurses. “The knowledge and insight shared at this conference will be invaluable to moving nursing workplace issues, and the policy that surrounds them, into the American health care dialogue.”

Research findings released at this conference focused on topics that include strategies for retaining mature nurses, providing comprehensive workplace benefits and maximizing patient care coordination. This research will support formal policy change recommendations from “Workplace of the Future” that will help employers to enact positive changes for mature nurses, encourage knowledge-sharing between generations of nurses and ensure patients receive safe, quality care from competent providers.

Keynote speakers included David DeLong, author of “Lost Knowledge: Confronting the Threat of an Aging Workforce,” Deborah Russell, AARP’s director of economic security, and Cindy Hounsell of the Women’s Institute for a Secure Retirement. An executive summary and formal outcomes report will soon be available at www.centerforamericannurses.org.

The Center for American Nurses is a professional association whose mission is to create a community of nursing organizations that serves individual, non-union nurses by providing

programs, tools and policies that address their workplace challenges. The Center defines its work in workplace advocacy as an array of services, products and education offerings to actively support nurses in addressing the challenges and opportunities that may emerge in their practice environments. The Center is an independent affiliate of the American Nurses Association as an Associate Organizational Member.

AARP is a nonprofit, nonpartisan membership organization for people age 50 and over. AARP is dedicated to enhancing quality of life for all as we age. AARP leads positive social change and delivers value to members through information, advocacy and service. AARP also provides a wide range of unique benefits, special products and services for its members. Active in every state, the District of Columbia, Puerto Rico and the U.S. Virgin Islands, AARP celebrates the attitude that age is just a number and life is what you make it.

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