Future Directions for Nursing: 2020, 2030, and Beyond

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Progress Update

- Education
- Practice and Care
- Diversity
- Leadership
How We Work: By the Numbers

As of December 2018, Action Coalitions:

• Raised more than $54 million* outside of RWJF funds to support their work in building a healthier America through nursing.

• Engaged more than 2,200 nursing, consumer, and business organizations.

*Data source: Action Coalition reporting to CCNA. Includes Health Services Cost Review Commission/Nurse Support Program II funds.
Progress: Education

Indicator 1: Education

IOM Recommendation:
Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020

Percentage of employed nurses with a baccalaureate (or higher) degree in nursing

- 2017: 56%
- 2016: 54%
- 2015: 53%
- 2014*: 51%
- 2011: 50%
- 2010: 49%

80 — Our Goal

Data Source: American Community Survey, Public Use Microdata Sample (series)
*No change between 2012 and 2014.

Updated: February 14, 2019
Progress: Education

Indicator 2: Doctoral Degrees

IOM Recommendation:
Double the number of nurses with a doctoral degree by 2020

THIS RECOMMENDATION HAS BEEN ACHIEVED

Number of employed nurses with a doctoral degree

Data Source: American Community Survey, Public Use Microdata Sample (series)

Updated: February 14, 2019
Number of RN-to-BSN Graduates

- 2010: 22,531
- 2013: 40,213
- 2018: 66,530

Source: AACN
Progress: Education

GNE Demonstration Training and Employment Locations

Graphic Courtesy of Linda H. Aiken, University of Pennsylvania, for the GNE Demonstration Consortium.
Using Tax Laws to Support Nursing Education

From left to right: Georgia Lieutenant Governor Geoff Duncan; Desiree Clement, CNM; Molly Bachtel, FNP; and Governor Brian Kemp

Photo credit: Lisa Eichelberger
Progress: Access to Care

Indicator 3: State Practice Environment

IOM Recommendation:
Advanced practice registered nurses should be able to practice to the full extent of their education and training

State progress in improving access to care provided by nurse practitioners

Data source: Center to Champion Nursing in America
*View definition criteria at https://campaignforaction.org/resources/state-progress-removing-barriers-practice-care/
*Years denote when laws were passed.

Updated: February 14, 2019
State Practice Environment for Nurse Practitioners

Source: AANP
2019 Scope of Practice Victories

• Texas
  – Removed the requirement for face-to-face meetings between APRNs and physicians

• Montana
  – Expanded signature authority

• Utah
  – Expanded some aspects of prescriptive authority for nurse practitioners
Continued Effort in California

“And I will tell my friends in the C.M.A. in California, you will be defeated. You will eventually lose this battle.”

-the late Uwe Reinhardt
Home Alone Revisited Report

Home Alone Revisited:
FAMILY CAREGIVERS PROVIDING COMPLEX CARE

Funded by:
AARP Foundation
The John A. Hartford Foundation

Susan C. Reinhard, Heather M. Young, Carol Levine, Kathleen Kelly, Rita B. Chowla, Jean Accius

Special Report by the Founders of the Home Alone Alliance®

National Forum of State Nursing Workforce Centers · 6/12/19 · Susan C. Reinhard PhD, RN, FAAN
First national study to recognize:

- In addition to providing functional support for older adults, 46% of family caregivers perform medical/nursing (M/N) tasks

- These caregivers are largely alone in learning how to do these tasks

- Family caregivers worry about making mistakes
Major Findings

1. Today’s caregivers provide **intense and complex care**, including medical/nursing tasks and managing multiple health conditions that are often accompanied by pain.

2. Today’s caregivers are **diverse** and so are their experiences.

3. Caregivers who are socially isolated or have no choice about caregiving are more **at risk** for experiencing difficulties with complex care.

4. Caregivers performing more medical/nursing tasks experience both **positive and negative impact**.

5. Many family caregivers are still on their own—health systems should do **more to prepare** these vital members of the team.
Progress: Access to Care

Reforming America’s Healthcare System Through Choice and Competition

Policy Perspectives

Competition and the Regulation of Advanced Practice Nurses

Federal Trade Commission | March 2014

NGA Paper

The Role of Nurse Practitioners in Meeting Increasing Demand for Primary Care

Abstract
With the demand for primary care services already meeting capacity in most states, more than 16 million individuals projected to gain health insurance coverage by 2014 and a rapidly aging population, nurse practitioners (NPs) will be crucial to meeting demand for primary care services. This paper explores the role of NPs in meeting the needs of all Americans.

Big Win for Veterans: VA Lifts Restrictions on Nurses

The Department of Veterans Affairs has issued a final ruling on the proposal to allow advanced practice registered nurses to provide care to the full extent of their education and training to veterans in VA facilities. The ruling on a proposal made early this year allows nurse practitioners, certified nurse-midwives, and clinical nurse specialists full practice authority. However, it does not allow certified registered nurse anesthetists (CRNAs) full practice authority, a part of the original proposal.
Progress: Leadership

10,000 Nurses on Boards by 2020

Source: Nurses on Boards Coalition
Marjorie McCullagh, PhD, RN, FAAOHN partnered with the American Farm Bureau Federation and Progressive Agriculture Foundation to create effective interventions to protect farmers’ hearing and health.

Photo credit: University of Michigan School of Nursing
Progress: Culture of Health Leadership

Darris Bohman, BSN, RN, CEN and Jennifer Williams BSN, RN, CEN started a program to screen for food insecurity and other social needs for patients seeking ER care at TriHealth Bethesda Butler Hospital near Cincinnati, Ohio.

Photo credits: Shane Gamble
Public health nurse **Paul Leon** founded the Illumination Foundation in Orange County, California to turn rundown or abandoned motels into clean recovery facilities and rooms for homeless people recently discharged from the hospital.

*Photo credit: Daniel Hennessy*
Progress: Diversity

Indicator 7: Diversity

IOM Recommendation:
Make diversity in the nursing workforce a priority

Pre-licensure registered nursing program graduates by race/ethnicity and by gender compared with the U.S. population

In the U.S., the female/male population is 50.8% female and 49.2% male. In 2017, pre-licensure RN program graduates were 85.6% female and 14.1% male.

The Campaign is working to promote diversity in the nursing workforce so that the profession reflects America’s changing population.

Sources: American Association of Colleges of Nursing, Enrollment & Graduations in Baccalaureate and Graduate Programs in Nursing (series); Integrated Postsecondary Education Data System (IPEDS), Completions Survey (series); US Census Bureau, Population Division

Updated: February 14, 2019
Mentorship Program for HBCUs with OMH

- The *Campaign* teamed up with the U.S. Department of Health and Human Services’ Office of Minority Health to host mentorship training programs for minority-serving institutions, including historically black colleges and universities (HBCUs).
Population Health in Nursing (PHIN)

- This two-phase project is exploring promising models of nursing education and practice related to improving population health.
Population Health in Nursing (PHIN)

- PHIN Phase 1
  - Describes promising educational models to prepare nurses for population health practice and leadership.
  - Its findings were published in a report.

- PHIN Phase 2
  - Will describe current and emerging nursing roles in population health practice and how nurses should be prepared for those roles.
  - Findings will be released early 2020.
Your Mission and Goals

Mission:
Lead a national network for collaboration among state nursing workforce entities and partners.

Goals:
• Address nursing workforce shortages within states
• Ensure an adequate supply of nurses to meet health needs of U.S. population
Arkansas Center for Nursing

Mission: To promote a culture of health for the citizens of Arkansas by advancing nursing education, practice, leadership, and workforce development.

• Tackling the opioid crisis by identifying and mapping practitioners who can provide medication assisted therapy (MAT).
• Training nurses to serve on boards, working in partnership with Missouri and Tennessee.
• Building partnerships with school nurses.
• Recognizing young nurse leaders in their “40 Under 40” awards program.
• Incorporating County Health Rankings into leadership trainings.
Louisiana Center for Nursing

Mission: To contribute to the health and welfare of Louisiana residents and visitors through activities that are directed to ensure that there is an adequate workforce to meet the current and future healthcare needs of the citizens of the state.

- Working with high schools to recruit would-be nurses.
- Tracking attrition rates to understand why students leave undergraduate programs early.
- Hosting statewide summits focused on a Culture of Health.
Missouri Center for Nursing

Mission: The Missouri Center for Nursing provides opportunities for collaboration among nursing and health stakeholders to advance a culture of health for all Missourians.

- Training nurse leaders to identify problems or situations that need to be addressed to better serve patients.
- Teaching population health and mental health concepts to nurses.
- Using data to create awareness of the need for psychiatric nursing.
The committee will:

- extend the vision for the nursing profession into 2030;
- chart a path for the nursing profession to help our nation create a culture of health, reduce health disparities, and improve the health and wellbeing of the U.S. population in the 21st century;
- examine lessons learned from the Future of Nursing: Campaign for Action; and
- examine the current state of science and technology to inform their assessment of the capacity of the profession to meet the anticipated health and social care demands from 2020 to 2030.
In examining current and future challenges, the committee will consider:

• **The role of nurses** in improving the health of individuals, families, and communities by addressing **social determinants of health** and providing effective, efficient, equitable, and accessible care for all across the care continuum, as well as identifying the system facilitators and barriers to achieving this goal.

• The current and future deployment of all levels of nurses across the care continuum, including **in collaborative practice** models, to address the challenges of building a culture of health.

• **System facilitators and barriers** to achieving a workforce that is diverse, including gender, race, and ethnicity, across all levels of nursing education.
In examining current and future challenges, the committee will consider (continued):

- **The role of the nursing profession** in assuring that the voice of individuals, families, and communities are incorporated into design and operations of clinical and community health systems.
- **The training and competency-development needed** to prepare nurses, including advance practice nurses, to work outside of acute care settings and to lead efforts to build a culture of health and health equity, and the extent to which current curriculum meets these needs.
- **The ability of nurses to serve as change agents** in creating systems that bridge the delivery of health care and social needs care in the community.
- **The research needed** to identify or develop effective nursing practices for eliminating gaps and disparities in health care.
- **The importance of nurse well-being and resilience** in ensuring the delivery of high quality care and improving community health.
JOIN US IN PERSON OR ONLINE FOR TOWN HALL MEETINGS

June 7
CHICAGO

July 24
PHILADELPHIA

August 7
SEATTLE
Town Hall Meetings

Chicago
*Theme: Education, Research and Practice*
Friday, June 7

Philadelphia
*Theme: Vulnerable Populations and Paying for Care*
Wednesday, July 24

Seattle
*Theme: High Tech, High Touch*
Wednesday, August 7
JOIN US FOR A TWITTER CHAT!

May 30
#Nursing2030Chat1

July 17
#Nursing2030Chat2

August 1
#Nursing2030Chat3

ALL FROM 3-4 PM ET

nam.edu/FutureofNursing2030
Get Involved

- Attend or watch a town hall meeting.
- Host a “watch party.”
- Submit information about your watch party to the Campaign to be added to our map.
- Participate in a Twitter chat.

Learn more at: www.campaignforaction.org
Workforce Centers: A Key Partner

• 35 of the Campaign’s 51 Action Coalitions are associated with a nursing workforce center.

• Nursing workforce centers can:
  – Play an active role in the national conversation about the Future of Nursing 2020-2030 report.
  – Ensure your mission statements incorporate your efforts to build a Culture of Health.
  – Advocate for nurses to be versed in the social determinants of health.
  – Help address gaps in workforce data.
Thank you!

www.campaignforaction.org

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