An Update on The Future of Nursing: Campaign for Action

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Objectives

At the conclusion of the presentation participants will be able to:

• Identify the metrics used to monitor the Institute of Medicine study on the Future of Nursing recommendations.

• Discuss the national programs supporting the FON recommendations and progress to date.

• Describe the Culture of Health campaign.

• Describe the role of nurses in achieving the implementation of both FON and Culture of Health programs.
U.S. Health System Challenges

Demographics are shifting:

• Diverse population
• Older and sicker population

Heart disease, cancer and stroke are leading causes of death.
U.S. Health Care Spending (1980-2011)

- US (17.7%)
- NETH (11.9%)
- FR (11.6%)
- GER (11.3%)
- CAN (11.2%)
- DEN (11.1%)*
- SWIZ (11.0%)
- NZ (10.3%)
- JPN (9.6%)*
- SWE (9.5%)
- UK (9.4%)
- NOR (9.3%)
- AUS (8.9%)*
Healthy Life Expectancy at Age 60, 20

Disturbing Facts

• 1/3 of kids are either overweight or obese.

• 75% of 17- to 24-year-olds are ineligible to serve in the military.

• One of every two deaths in America is linked to chronic disease.
Health Outcomes Worse for Poor and Minority Populations

Least Healthy Counties

- More infants die
- More children live in poverty
- Higher crime rates
- Higher unemployment
- Higher drop out and teen pregnancy rates

Most Healthy Counties

- Better access to healthy foods, parks and exercise venues
- Better access to health care
- Less likely to end up in hospital for preventative reasons
A Culture of Health

RWJF Goal: We, as a nation, will strive to create a culture of health enabling all in our society to lead healthy lives, now and for generations to come
“Money would be better spent in maintaining health in infancy and childhood than in building hospitals to alleviate disease. It is much cheaper to promote health than to maintain people in sickness”

--Florence Nightingale, 1894
Nurses make up the largest segment of the health and health care workforce and spend most time with people. They:

- Promote prevention and wellness.
- Ensure clean water and environmental safety.
- Provide population-focused services to entire communities.
**Campaign Vision**

Everyone in America can live a healthier life, supported by a system in which nurses are essential partners in providing care and promoting health.
Areas of Focus

Education  Practice & Care  Leadership

Diversity  Inter-professional Collaboration

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2015 CALNOC Conference - Navigating the Chaos of Healthcare Transformation

12
– Articulation agreements and seamless academic progression policies are making it easier for nurses to continue their education

– 44 ACs working to transform education
Education: National Progress

Number of Students in RN-to-BSN programs

69% increase from 2010 to 2014

2010: 77,259
2013: 118,176
2014: 130,345

Source: American Association of Colleges of Nursing
Faculty Recognize the Need for Change

• More emphasis on community-based clinical experiences.

• Pressure on getting people out of the hospital faster and preventing re-admissions.

• Increased recognition of social determinants of health, particularly influenced by health behaviors.

• Greater attention to engaging patients and community in health.
U.S. Health System Drives Nursing Education

- Inpatient hospital care is 7% of health care utilization but 32% of total spending in 2013.

- Slight increase in spending in outpatient care = ~ 20% of total spending.

- ~58% of nurses work in acute care (down form 66% on 1980), driving demand for acute care nursing skills.
Advancing Education Transformation

Future of Nursing Scholars Program

- Diverse cadre of PhD-prepared nurses who are committed to long-term leadership careers
- Offers financial support, mentoring, leadership development activities and postdoctoral research funding
- Grants given to schools of nursing

First Cohort
**Advancing Education Transformation**

**Time is Short to Reach 80/20**

**Employers need to:**
- Implement BSN-preferred hiring policies
- Require new AD nurses to attain BSN within specified time period
- Offer tuition reimbursement

**Nurse Faculty:**
- Encourage students to earn BSNs and advanced degrees

**Action Coalitions:**
- Make sure articulation agreements in place
- Adopt best practices from other states
Promote Nurse Leadership

Nurses on Boards Coalition

- 21 leading organizations
- Pledge to place 10,000 nurses on boards by 2020

I hope you’ll be among the 10,000!
Pre-licensure Education Sets the Vision

- Students view opportunities based on emphasis of student learning.
- Clinical education continues to be in acute care settings.
- Students feel that being a “real nurse” means being in acute care, especially intensive care units.
- Mistaken belief that if you are a great ICU nurse you can do any type of nursing.
Support for Education in Building a Culture of Health

American Association of Colleges of Nursing:

- *Baccalaureate Essentials.*


- *Partnership with Centers for Disease Control & Prevention to develop nursing public health workforce.*
Educational Process is Critical to Building a Culture of Health

• Roles of nurses at all levels need to be clearly delineated.

• Educational programs need to create more and better clinical hands-on experiences.

• Students need awareness of current and future roles in building a Culture of Health.

• Faculty need expertise and to exhibit leadership.
Mentor

Build bridge for other nurse leaders

- Develop succession plan to get next nurse leader on board
- Share your leadership knowledge and skills
- Bring mentees to your leadership meetings
Diversity Progress

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AAMN
Advancing Men In Nursing

NBNA
National Black Nurses Association, Inc.

NAHN
National Association of Hispanic Nurses

NCENNA
National Coalition of Ethnic Minority Nurse Associations

PNAA
Philippine Nurses Association of America

NANAINA
National Alaska Native American Indian Nurses Association

AAPINA
Asian American/ Pacific Islander Nurses Association
Inter-professional Collaboration (IPC) Progress

25 ACs working on IPC
- University of Minnesota Center

Advice:
- Offer inter-professional education classes at your Schools of Nursing
- Stress collaboration in practice settings
Inter-professional Collaboration

1. Put patient first
2. Demonstrate leadership commitment
3. Create level playing field
4. Cultivate effective team communication
5. Explore use of organizational structure
6. Train different disciplines together
National Efforts to Build Expertise in Culture of Health Through Public Health

American Association of Colleges of Nursing Council on Linkages (20 organizations)
Quad Council for Public Health Nursing Organizations
Association of Public Health Nurses (APHN)
Association of Community Health Nursing Educators (ACHNE)
Public Health Nursing Section of the American Public Health Association (PHN-APHA)
American Nurses Association Council on Nursing Practice and Economics (ANA)
Support for a Culture of Health

Baccalaureate Essentials:

• A solid base in liberal education provides the cornerstone for nursing practice and education.

• Health promotion and disease prevention at the individual and population levels are:
  • necessary and essential to improve population health.
  • important components of baccalaureate generalist nursing practice.
Traditional and Emerging Public Health Roles

- Public health departments (local and state)
- Employee health
- School health
- Community clinics
- Home care
- Coaching
- Nurse advice lines
- Care coordination (expansion)
Building a Culture of Health Goes Beyond Public Health Nursing

All nurses at all levels
Strongly embed the concepts of levels of prevention:
- Primary
- Secondary
- Tertiary

Nurses in institutional care understand and act on building a Culture of Health:
- Culture of Health for patients and families
- Culture of Health for workers in institutions.
Strengthening the Approach to Culture of Health

• Need to make the link more explicit in nursing programs between general education, including economics, politics, social sciences, and basic sciences and nursing in building a Culture of Health.

• Explicitly imbed Culture of Health into all levels of curriculum.

• Provide examples of nurse role models who practice a Culture of Health.
Challenges of Teaching Culture of Health

• Expand meaningful clinical experiences in public health and other settings.
• Prepare faculty to teach Culture of Health.
• Make Culture of Health for all nurses part of overall curricular framework.
• Develop preceptor clinical practice model.
It’s a Team Sport

Nurses work in collaboration with:

- Pharmacists to identify medication literacy and to provide education to improve patient and family safe medication use.

- Social workers to identify safe transitions across the health care system.

A social worker and assistant nurse manager check in at Virginia Mason
Source: RWJF
Nursing Roles

- Proactive health maintenance.
- Leading self-help programs aimed at improving overall health.
- Engaging patients as partners.
- Working on teams to address social determinants of health.
Nursing Roles

Hospital at Home:

- Nurses provide surveillance and education services for patients.
- Nurses educate and support family caregivers to maintain patients at home.

Observed reductions in:
- Admissions, readmissions, ED visits
- Adverse events within home settings, including medication errors, falls and other injuries.
Nursing Roles

- Transitional care nurse managers identify patients at risk.
- During Progression of Care Rounds, nurses in collaboration with social workers and physicians create transitional care plans.
- Nurses follow patients at home and serve as bridge to care.
Nursing in the Community

- Nurses on mobile medical units provide primary care and case management services.
- Nurses team with dental hygienists to provide services.

**Reduces:**
- Missed school days, ED visits, and delays in receiving preventive health services.
- Episodes of illness.
- Cavities.

*Source: Squirrel Hill Health Center*
Nursing Roles

Nurses:
• Work with engineers, informatics and scientists to remotely monitor patient conditions.
• Deploy technology as part of the early warning system of care for patients with chronic health problems.

Results:
• Improved self-care management.
• Early detection of changes in health conditions.
• Interventions to prevent hospitalizations.

Source: Melissa King, NP director of Telemergency program at UMMC.
Let’s Work Together to Build a Culture of Health

• Partner with stakeholders both within and outside of health and health care.

• Share successes and learn from each other.
We Need You!

“May we hope that when we are all dead and gone, leaders will arise who have been personally experienced in the hard, practical work, the difficulties and the joys of organizing nursing reforms, and who will lead far beyond anything we have done”

-- Florence Nightingale
We Need Your Ideas!

Based on our data what are we learning about the knowledge and skills required to:

1. Prevent harm.
2. Lower length of stay.
3. Prevent readmission.
4. Decrease utilization.
5. Improve patient care outcomes.
Thank You