

The Magnificent Journey to Nursing Excellence at Sharp Grossmont



ACHIEVING DESIRED OUTCOMES

Grossmont College – Future of Nursing / Strategic Partnership

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Future of Nursing



Environmental Assessment : Current & Projected Shortage Indicator

- Average age of RN increasing – will lead to large numbers of RNs retiring
- Current easing due to recession – not anticipated to have long term impact on projected shortage
- Continued increased need to meet nation' s healthcare needs as baby boomers age

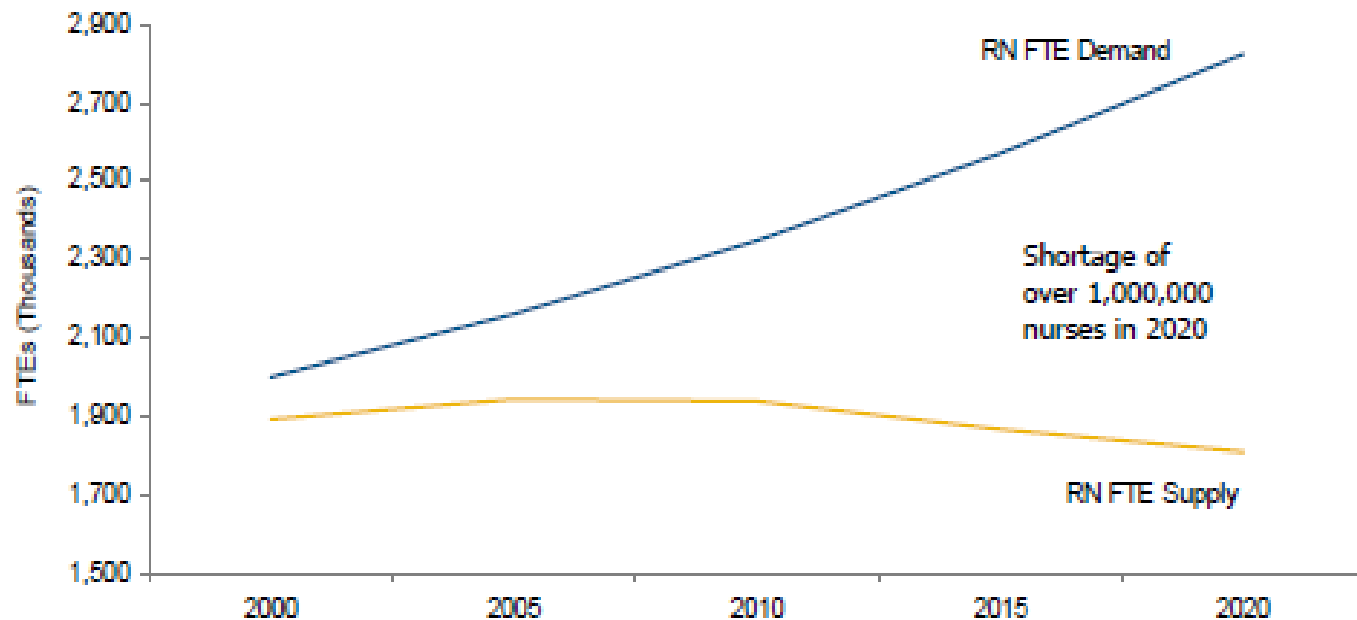
Contributing factors

- Nursing school enrollment not growing fast enough to meet projected demands (shortage of nursing school faculty)
- Changing demographics of population
- Increased stress level of nurses impacts job satisfaction (nurses leave profession)
- Many recent studies connect level of nurse staffing to safe patient care

<http://www.aacn.nche.edu/media/factsheets/nursingshortage.htm>

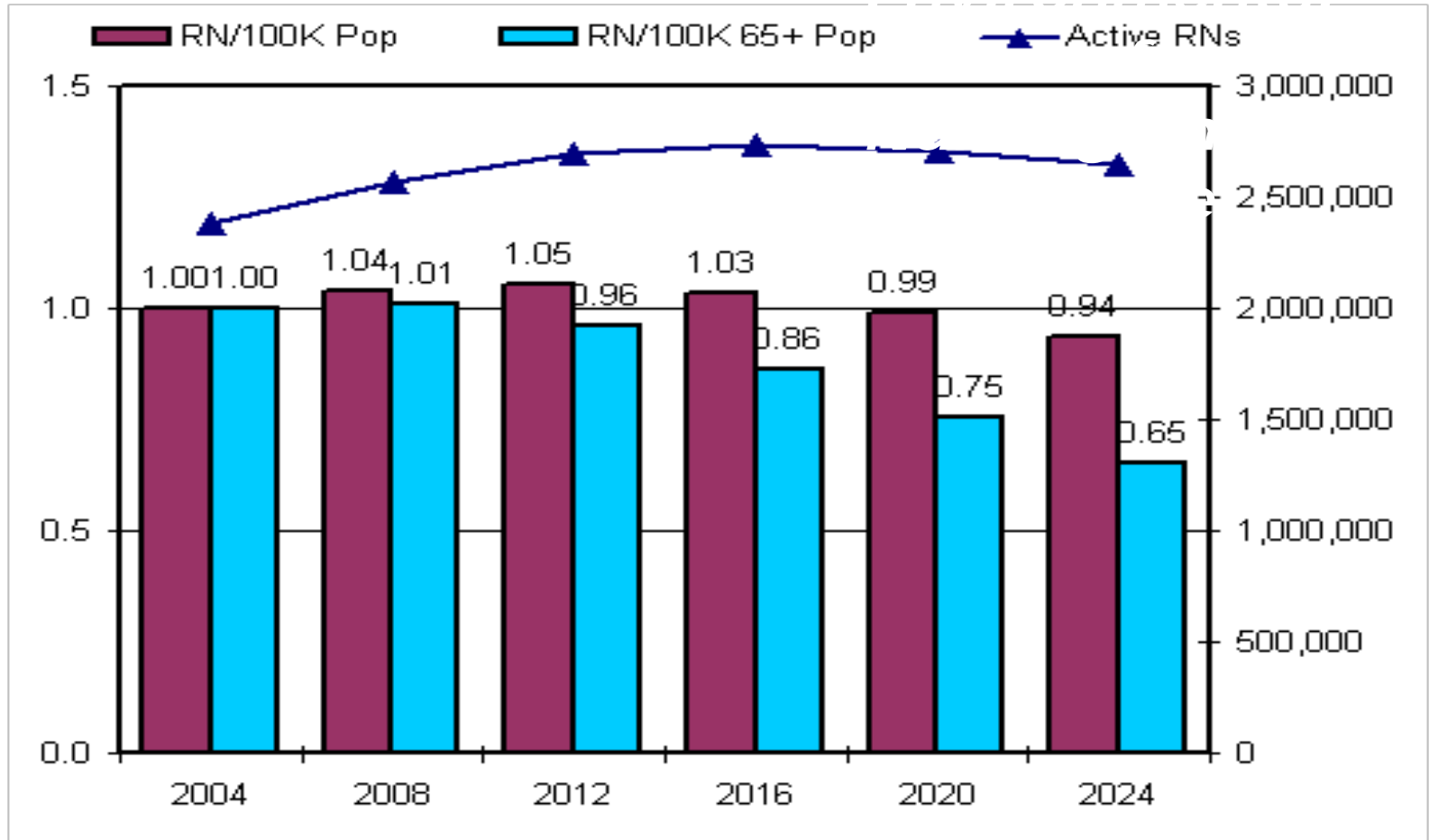


Healthcare / Nursing Environmental Assessment – Nursing Supply and Demand



Source: National Center For Health Workforce Analysis, Bureau of Health Professions, Health Resources and Services Administration. (2004). *What Is Behind HRSA's Projected Supply, Demand, and Shortage of Registered Nurses?* Link: <http://ftp.hrsa.gov/bhpr/workforce/behindshortage.pdf>.



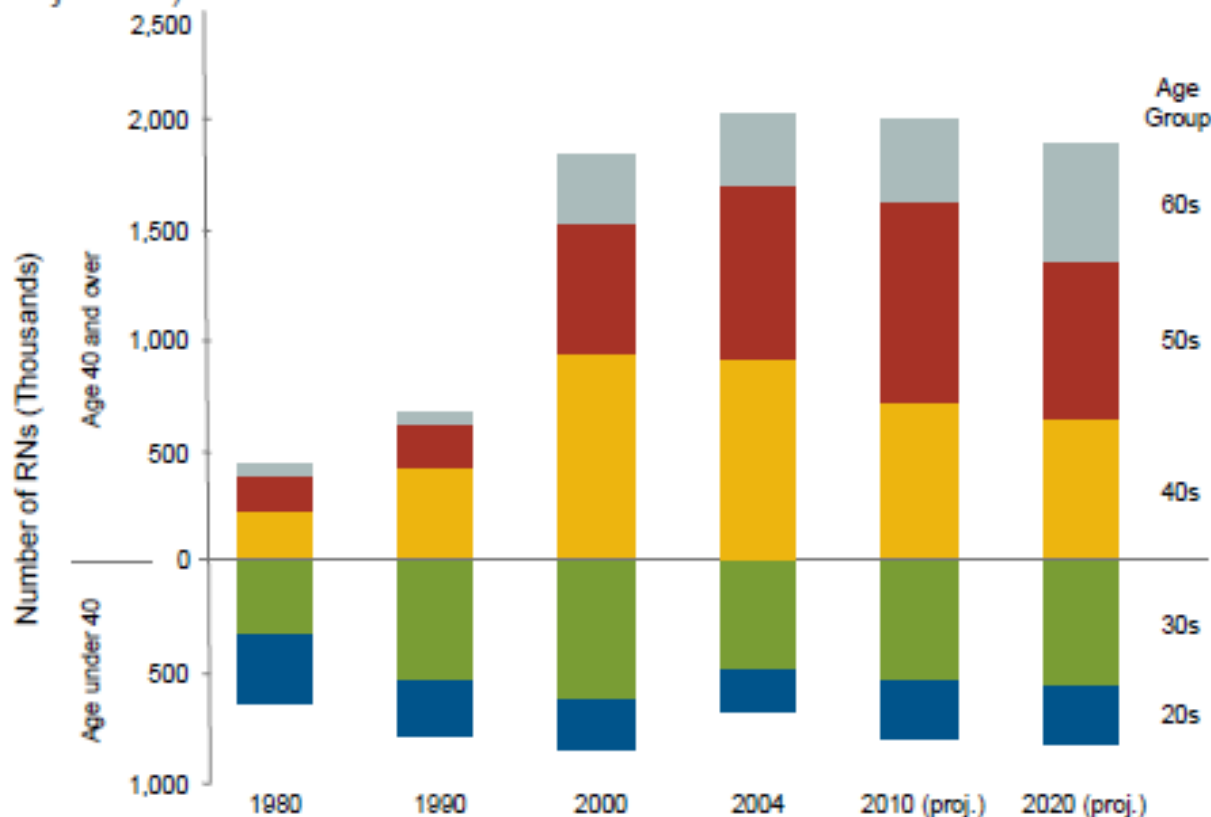


<http://bhpr.hrsa.gov/healthworkforce/reports/factbook.htm>



Healthcare / Nursing Environmental Assessment – RN Aging Workforce

Chart 5.10: Distribution of RN Workforce by Age Group, 1980 – 2020 (Projected)



Source: Bureau of Health Professions, Health Resources and Services Administration. (1980-2004). Findings from the National Survey of Registered Nurses. Link: <https://bhpr.hrsa.gov/healthworkforce/nursing.htm>. 2010 and 2020 projections derived from The Lewin Group analysis of the National Sample Survey of Registered Nurses, 2000.



The Future of Nursing: Leading Change, Advancing Health - Focus at National, State and Local Levels

- 2008 RWJF proposed partnership with IOM to assess & respond to need to transform nursing profession
- Initiative on the Future of Nursing Committee
- Charge: recommendations for the future of nursing including changes in public and institutional policies - national, state and local



About the Institute of Medicine

- Independent, nonprofit organization working outside of government to provide unbiased advice to decision makers & public
- Mission: Serves as adviser to the nation to improve health.
- Process: expert consensus committees



Key Messages

- 1. Nurses should practice to the full extent of their education and training
- 2. Nurses should achieve higher levels of education through improved education system that promotes seamless academic progression.



Key Messages (Continued)

- 3. Nurses should be full partners, with physicians and other health professionals, in redesigning healthcare.
- 4. Effective workforce planning and policy making require better data collection & improved information infrastructure.



Recommendation 1: Remove scope of practice barriers

For States:

- 1) Reform scope of practice regulations to conform to NCSBN APRN model
- 2) Require 3rd party payors to provide direct reimbursement to APRN's



Recommendation 2: Expand opportunities for nurses to lead collaborative improvement efforts

- Private and public funders collaborate to advance research on models of care & innovative solutions
- Health care organizations support nurses in developing/adopting innovative models
- Nursing education and associations provide entrepreneurial professional development



Recommendation 3: Implement nurse residency programs

- State boards collaborate with accrediting bodies to support completion of residency after prelicensure or advanced practice program OR when transitioning into new clinical areas



Recommendation 4: Increase nurses with a baccalaureate degree to 80% by 2020

- Academic leaders across all programs - partner with education accrediting bodies, funders and employers
- Employers- encourage all RN's to enter baccalaureate programs within 5 years of graduation
- Federal agencies expand loans and grants



Recommendation 5: Double the number of nurses with a doctorate by 2020

- CCNE & NLNAC - monitor accredited schools to ensure 10% BSN graduates matriculate to masters/doctoral program within 5 years
- HRSA & Department of Labor - expand funding for programs offering accelerated graduate degrees
- Universities - create market competitive salary and benefit packages to recruit and retain nurse faculty



Recommendation 6: Ensure that nurses engage in lifelong learning

- Faculty & health care organizations – partner & prioritize competencies to ensure graduates meet health needs of the population
- CCNE & NLNAC - require a comprehensive set of clinical competencies needed to provide care across all settings



Recommendation 7: Prepare & enable nurses to lead change to advance health

- Nurses take responsibility for continuing education and seeking opportunities to lead
- Nursing associations - provide leadership development, mentoring, and opportunities to lead
- Public, private, and governmental health care decision makers include nurses in leadership positions



Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data

- Federal agencies – lead collaborative effort to improve research on workforce requirements
- The Workforce Commission & HRSA - set standards for collection of a minimum data set by state boards
- Increase sample size and survey frequency; establish monitoring system to measure & project nursing workforce requirements by role, skill mix, region, & supply



ANCC Magnet

Magnet- Still only 393 hospitals / approximately 7% of hospital in the world. (Lebanon, Saudi Arabia, Singapore and Australia).

- 24 hospitals in California.
- Impact on reimbursement and quality.



ANCC Magnet Requirement

- 100% of nurse managers and nurse leaders must have a degree in nursing (baccalaureate or graduate degree)
- Required to have an action plan that includes a target and demonstrates evidence of progress toward 80% of registered nurses have a BSN by 2020.

National Recognition of Magnet

US News and World Report

- 8 of 10 US News Best Hospital Honor Roll are ANCC Designated

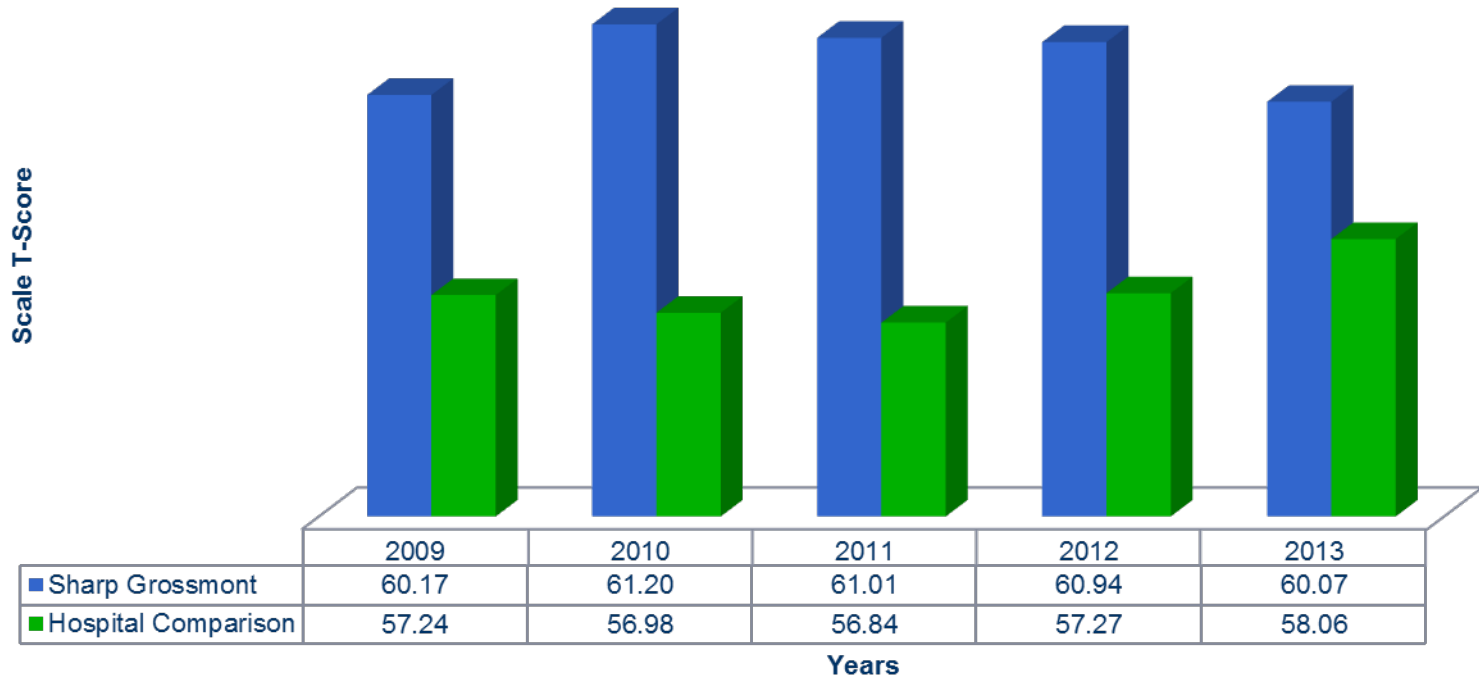
Leapfrog Hospital Survey

- Nation's oldest survey comparing hospital performance in safety, quality and efficiency.
- Full credit for Safe Practice #9 Nursing Workforce.



RN Job Enjoyment – NDNQI RN Satisfaction Survey (2009-2013)

Sharp Grossmont Hospital
 NDNQI 2013 - Job Enjoyment Scale T-Score





QUESTIONS ?