IOM Future of Nursing
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21st Century Visions of Nursing

Faculty Disclosure
- This presentation is free of sponsorship, commercial support, conflict of interest and no discussion of off-label use of pharmaceuticals will be presented.

Session Objectives
- Identify 2 objectives of the Delaware Action Coalition.

Support
Institute of Medicine: Background
- Multitude of complex health concerns
- Timely solutions needed
- Call for experts to discuss, debate, and examine possible reform solutions
- Partnership with Robert Wood Johnson Foundation in 2008

IOM Vision
- Future System
  - Accessible quality care
  - Wellness promotion/disease prevention
  - Goal to improve health outcomes
  - Promote compassionate care across lifespan

Opportunity to Improve Patient Care
- Access
- Cost
- Quality and Safety
- Will require transformation of the health care delivery system

Commitment to Improving Care
- Improve health and healthcare for all Americans
- Must address health system challenges
- IOM Partnership: to improve health and healthcare through nursing
Why Nurses?

- A high quality health system support
- Nurses key to work with other health professionals to address needs

Affordable Care Act: Nursing

- Employment
- Training
- Primary Care
- Community Care
- New Models

Affordable Care Act: Employers

- Revenue
- Specialization
- Health IT
- Medicaid Issues
- Safety
- Liability Reform

Affordable Care Act: Patients

- Preventative Care
- Youth
- The Elderly
- Insurers
- Mandate
- Access
Report Blueprint

- Seek significant improvement in public and institutional policies at national, state and local levels

Key Messages

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

Key Messages (continued)

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

Report Recommendations

1. Remove scope-of-practice barriers ✔
2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts ✔
3. Implement nurse residency programs ✔
4. Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020 ✔
5. Double the number of nurses with a doctorate by 2020 ✓
6. Ensure that nurses engage in lifelong learning ✓
7. Prepare and enable nurses to lead change to advance health ✓
8. Build an infrastructure for the collection and analysis of interprofessional healthcare workforce data ✓

**Recommendation 1: Remove Scope-of-Practice Barriers**
- Expand and amend Medicare program
- Reimbursement rates
- Reform scope-of-practice regulations (APRN Consensus Model)
- Third-party payer to provide direct reimbursement

**Recommendation 2: Expand Opportunities for RNs to Lead/Diffuse Collaborative Improvement Efforts**
- Collaborate with physicians and healthcare organizations
- CMS support for creative models for nurse lead models of care
- Healthcare organizations support (Magnet)
- Entrepreneurial education for nurses

**Recommendation 3: Implement Nurse Residency Programs**
- Transition to practice support
- Improve nurse retention
- Expand competencies
- Improve patient outcomes
Recommendation 4: Increase the Number of RNs with BSN Degree to 80% by 2020

- Seamless access to continue education
- Encourage nurses with associate’s and diploma degrees to enter baccalaureate nursing programs within 5 years of graduation
- Pool resources, scholarships, loan forgiveness, use of technology

Recommendation 5: Double the Number of RNs with a Doctorate by 2020

- Salary and benefit packages that are market competitive to recruit and retain educators
- Expand funding

Recommendation 6: Ensure that RNs Engage in Lifelong Learning

- Lifelong learning
- Prioritize competency for curricula updates
- Regularly evaluate/update continuing competency programs

Recommendation 7: Prepare and Enable RNs to Lead Change to Advance Health

- Seek opportunities to develop leadership skills
- Integrate leadership theory and business practices across the curriculum
Recommendation 8: Build an Infrastructure for the Collection/Analysis of Interprofessional Health Care Workforce Data

- Research on healthcare workforce
- Data is timely and publicly accessible

Delaware Action Coalition

The Delaware Action Coalition has been convened to advance the Future of Nursing: Campaign for Action, organized by the Robert Wood Johnson Foundation in collaboration with the AARP and AARP Foundation.

Delaware Action Coalition

Co-Leads: Delaware Nurses Association and Delaware Healthcare Association

Delaware Nurses Association

- Constituent member of the American Nurses Association (ANA)
- Represents all nurses regardless of practice area
- Promotes high standard of nursing practice, education and research
Delaware Healthcare Association

- Represents and serves hospitals, health systems, and related healthcare organizations
- Promotes the continuum of appropriate, cost-effective, quality care to improve health
- Promotes effective change in health services

IOM Future of Nursing Report

Delaware Action Coalition Objectives

- Scope of practice
- Education
- Residency
- Mentoring
- Data collection

Scope of Practice

- Delaware State Board of Nursing-APN Committee
  - Reviewed APN statutory language and associated rules/regulations
  - Drafted revisions to bring current language into alignment with the APRN Consensus Model
    - Change title to APRN
    - L.A.C.E
    - Remove collaborative practice agreement requirement
    - Creation of an APRN Advisory Committee
Scope of Practice (continue)

- Town Hall meetings conducted in all three counties
- Survey sent to all Delaware licensed Advanced Practice Nurses

Survey Response

- Response rate 50.3%
- Most NPs practice in ambulatory and outpatient settings
- 70% of respondents stated elimination of collaborative agreement would not impact their practice
- 86% of respondents support APRN Consensus Model implementation (n=393)

Education

- Strong articulation agreements
- DelTech Community College aligning all nursing curricula
- Embedded education programs

Residency

- Investigating residency options
- Exploring funding opportunities
Mentoring
- Exploring transition into practice programs throughout the state
- Creative mentoring relationships
- Investigating funding options

Data Collection
- Since January 2011, the Board of Nursing has participated in the National Council of State Boards of Nursing (NCSBN) Data Integrity project
- Data is uploaded daily to the national Nursys database
  - Verifies RN request to practice in other states, reports to employers, RN license lookup

Path Forward
- Engage and collaborate with key stakeholders in multiple industries
- Promote professional nursing through education and leadership
- Promote nurse/physician leadership dyads throughout organizations
- Promote provider neutral language

Resources
- denurses.org
- thefutureofnursing.org
- championnursing.org
- rwjf.org
- ncsbn.org
- Sarah Carmody sarah@denurses.org
- Bonnie Osgood bosgood@christianacare.org