



Robert Wood Johnson Foundation

The Committee on the Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the Institute of Medicine

What Does It All Mean To The APRN

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Initiative on the Future of Nursing

Robert Wood Johnson Foundation



Recommendations for an action-oriented blueprint for the future of nursing

What Is The Institute of Medicine



- an independent, nonprofit organization that works outside of government to provide unbiased and authoritative advice to decision makers and the
- Established in 1970, the IOM is the health arm of the National Academy of Sciences, which was chartered under President Abraham Lincoln in 1863.

IOM's Mission



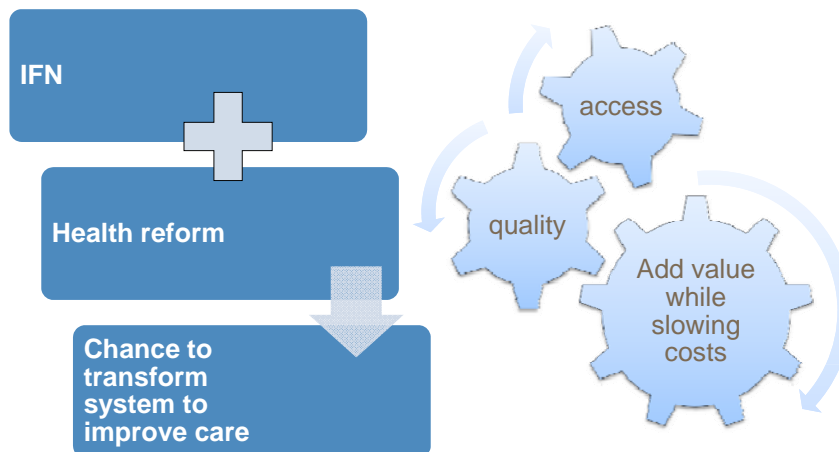
**The Institute of Medicine
serves as adviser to the nation
to improve health.**

The Report


- ▶ In 2008, The Robert Wood Johnson Foundation (RWJF) and the IOM launched a two-year initiative to respond to the need to assess and transform the nursing profession.
- ▶ The IOM appointed the Committee on the RWJF Initiative on the Future of Nursing, at the IOM, with the purpose of producing a report that would make recommendations for an action-oriented blueprint for the future of nursing.

Why Now?

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IFN Vision

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The Future System:

- Quality care accessible to diverse populations
- Promotes wellness and disease prevention
- Reliably improves health outcomes
- Compassionate care across lifespan
- Diverse needs of the changing patient population

How?

- Primary care and prevention are central drivers
- Interprofessional collaboration and care coordination are norm
- Payment rewards value
- Quality care at affordable price
- Redesigning the care delivery system

Nurses: Potential to Effect Wide-Reaching Changes!


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Largest component of health care workforce

Spend most time with patients

Understand care process across continuum of care

Evidence links them to high-quality patient care



The Future of Nursing: Leading Change, Advancing Health



A blueprint to:

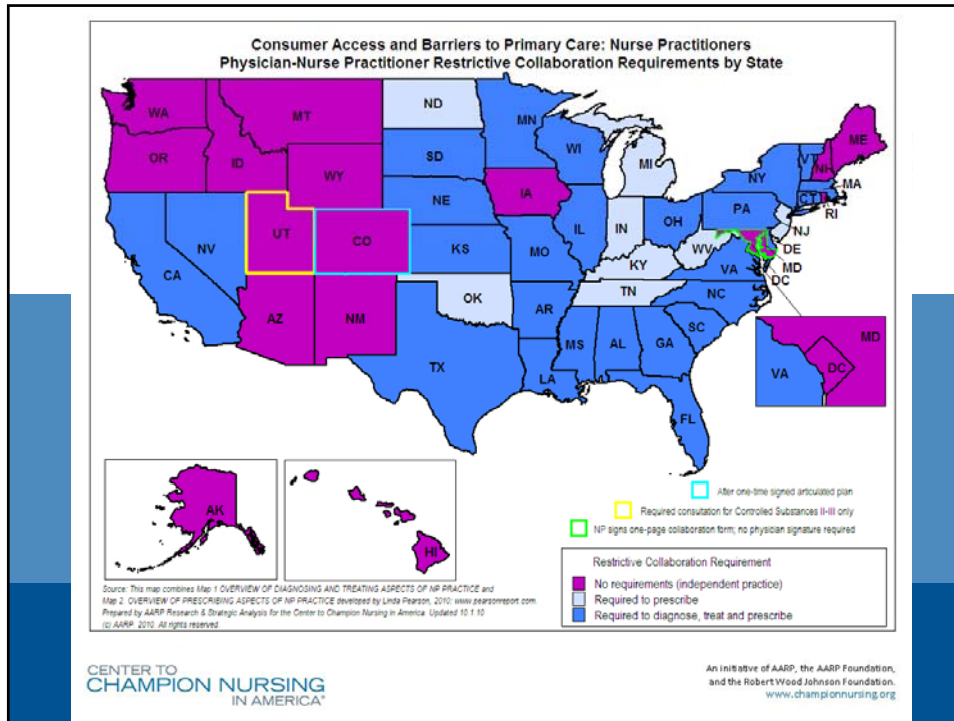
- Ensure that nurses can practice to full extent of their education and training
- Improve nursing education
- Provide opportunities for nurses to assume leadership positions and to serve as full partners in health care redesign and improvement efforts
- Improve data collection for workforce planning and policy-making

Four Key Messages




#1) Nurses should be able to practice to full extent of their education and training

- Need to remove scope-of-practice restrictions for APRNs
- Need nurse residency program to better manage transition from school to practice




Four Key Messages



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#2) Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression


- More BSN-trained nurses
- ADN-to-BSN and ADN-to-MSN programs
- Increase student diversity to create workforce prepared to meet demands of increasingly diverse patient population

Four Key Messages 
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#3) Nurses should be full partners with physicians and others in redesigning U.S. health care



- Foster leadership skills and competencies
- Nurses must see policy as something they shape




Four Key Messages 
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#4) Effective workforce planning and policy-making require better data collection and an information infrastructure

- Need balance of skills and perspectives among physicians, nurses and others
- Need more specific workforce data collection both within and across professions




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The Recommendations

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- 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 proportion of nurses with BSN degree to 80% by 2020

The Recommendations 
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- 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 to collect and analyze health care workforce data

Recommendation #1 
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Remove scope-of-practice barriers

APRNs must be able to practice to full extent of their education and training

#1) Remove Scope-of-Practice Barriers



Congress:

- Expand Medicare to include coverage of APRN services within scope of practice under applicable state law, just as physician services are now covered
- Amend Medicare to authorize APRNs to perform admission assessments and to certify patients for home health care services and for admission to hospice and skilled nursing facilities
- Extend increase in Medicaid reimbursement rates for primary care physicians included in Affordable Care Act to APRNs providing similar primary care services
- Limit federal funding for nursing education programs to those in states that have adopted National Council of State Boards of Nursing APRN model rules and regulations

#1) Remove Scope-of-Practice Barriers



State Legislatures

- Reform scope-of-practice regulations to conform to National Council of State Boards of Nursing APRN model rules and regulations
- Require third-party payers that participate in fee-for-service payment arrangements to provide direct reimbursement to APRNs who are practicing within their scope of practice under state law

CMS

- Amend or clarify requirements for hospital participation in Medicare to ensure APRNs are eligible for clinical privileges, admitting privileges and medical staff membership

#1) Remove Scope-of-Practice Barriers



Office of Personal Management

- Require insurers participating in Federal Employees Health Benefits Program to include coverage of APRN services within their scope of practice under applicable state law

FTC and DoJ Antitrust Division

- Review existing and proposed state regulations concerning APRNs to identify those that have anti-competitive effects without contributing to public's health and safety
- States with unduly restrictive regulations should be urged to amend them to allow APRNs to provide care to patients in all circumstances in which they are qualified to do so

Recommendation #2



Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

Funders, health care organizations, nursing education programs and nursing associations should offer nurses chance to lead and manage collaborative efforts with physicians and others

#2) Expand Opportunities for Nurses to Lead



Center for Medicare and Medicaid Innovation:

- Support development and evaluation of payment models and care delivery that use nurses in an expanded and leadership capacity to improve health outcomes and reduce costs
- Performance measures should be developed and implemented expeditiously where best practices are evident to reflect nurses' contributions and ensure better-quality care

Private and Public Funders:

- Collaborate, and when possible, pool funds to advance research on care models and innovative solutions, including technology, that will enable nurses to contribute to improved health and health care

#2) Expand Opportunities for Nurses to Lead



Health Care Organizations

- Support and help nurses lead in developing and adopting innovative, patient-centered care models
- Engage nurses and other front-line staff to work with developers and manufacturers in design, development, purchase, implementation and evaluation of medical and health devices and health IT products

Nursing Education Programs and Associations

- Provide entrepreneurial professional development that enable nurses to initiate programs and businesses that contribute to improved health and health care

Recommendation #3

Implement nurse residency programs

State boards of nursing, accrediting bodies, government and health care organizations should take actions to support nurses' completion of a residency after they've completed a pre-licensure or advanced practice degree program or when they're transitioning into new clinical practice areas

#3) Implement Nurse Residency Programs



State Boards of Nursing and Accrediting Bodies

- Support nurses' completion of a residency after they've completed a pre-licensure or advanced practice degree program or when they're transitioning into new clinical practice areas

HHS Secretary

- Redirect GME funding from diploma nursing programs to support implementation of nurse residency programs in rural and critical access areas

#3) Implement Nurse Residency Programs



Health Care Organizations, HRSA, CMS and Philanthropic Groups

- Fund development and implementation of nurse residency programs across all practice settings

Health Care Organizations and Foundations


- Evaluate residency programs' effectiveness in improving nurse retention, expanding competencies and improving patient outcomes

Recommendation #4




Increase proportion of nurses with BSN degree to 80% by 2020

Academic nurse leaders should partner with education accrediting bodies, private and public funders and employers to ensure funding, monitor progress and increase student diversity to create a workforce prepared to meet demands of diverse populations across lifespan

Recommendation #5 
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Double number of nurses with doctorate by 2020

Schools of nursing, with support from private and public funders, academic administrators and university trustees and accrediting bodies, should double number of nurses with doctorate by 2020 to add to cadre of faculty and nurse researchers, with attention to increasing diversity

#5) Double Number of Nurses with Doctorate by 2020 
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Commission on Collegiate Nursing Education and National League for Nursing Accrediting Commission

- Monitor progress of each accredited nursing school to ensure at least 10 percent of BSN graduates matriculate into a master's or doctoral program within 5 years of graduation

Private and Public Funders (HRSA, DoL)

- Expand funding for programs offering accelerated graduate degrees for nurses to increase production of master's and doctoral nurse graduates and to increase diversity of nurse faculty, scientists and researchers

#5) Double Number of Nurses with Doctorate by 2020



Academic Administrators and University Trustees

- Create salary and benefit packages that are market competitive to recruit and retain highly qualified academic and clinical nursing faculty



Recommendation #6



Ensure that nurses engage in lifelong learning

Accrediting bodies, schools of nursing, health care organizations and continuing competency educators from multiple health professions should collaborate to ensure that nurses and nursing students and faculty continue their education and engage in lifelong learning to gain competencies needed to provide care for diverse populations across lifespan

#6) Ensure that Nurses Engage in Lifelong Learning



Faculty

- Partner with health care organizations to develop and prioritize competencies so curricula can be updated regularly to ensure that graduates at all levels are prepared to meet population's current and future health care needs

Commission on Collegiate Nursing Education and National League for Nursing Accrediting Commission

- Require nursing students to demonstrate comprehensive clinical performance competencies that encompass knowledge and skills needed to provide care across settings and lifespan

#6) Ensure that Nurses Engage in Lifelong Learning



Academic Administrators

- Require all faculty to participate in continuing professional development and to perform with cutting-edge competence in practice, research and teaching

Health Care Organizations and Schools of Nursing

- Foster culture of lifelong learning and provide resources for interprofessional continuing competency programs

#6) Ensure that Nurses Engage in Lifelong Learning



Health Care Organizations and Other Organizations Offering Continuing Competency Programs



Nursing simulation lab

- Regularly evaluate their programs for adaptability, flexibility, accessibility and impact on clinical outcomes, and update their programs accordingly

Recommendation #7



Prepare and enable nurses to lead change to advance health

Nurses, nursing education programs and nursing associations should prepare nursing workforce to assume leadership positions across all levels

Public, private and governmental health care decision-makers should ensure that leadership positions are available to and filled by nurses

#7) Prepare and Enable Nurses to Lead Change to Advance Health



Nurses

- Take responsibility for personal and professional growth by continuing their education and seeking opportunities to develop and exercise leadership skills

Nursing Associations

- Provide leadership development, mentoring programs and opportunities to lead for members

#7) Prepare and Enable Nurses to Lead Change to Advance Health




Nursing Education Programs

- Integrate leadership theory and business practices across curriculum, including clinical practice


Public, Private and Governmental Health Care Decision-makers

- Include representation from nursing on boards, executive management teams and in other key leadership positions

It Will Take All of Us!


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Government	Business
Health Care Institutions	Academia
Other Health Professionals	Insurance Industry



The slide features a 2x3 grid of blue boxes containing the text: Government, Business, Health Care Institutions, Academia, Other Health Professionals, and Insurance Industry. To the right of the grid is a 3D graphic of interlocking puzzle pieces, with some pieces in blue and some in gold. The slide has a light blue header and footer, and a tan background for the main content area.

Implementation

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Regional Action Coalitions

- Long-term
- Move key nursing issues forward at local, state and national levels
- Pilot in 5 states – NJ, NY, MI, MS and CA -- before moving nationwide
- Capture best practices, track lessons learned and identify replicable models

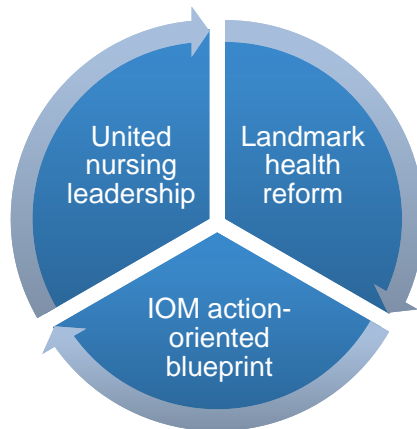
The slide features a blue header and footer, and a tan background for the main content area. The text 'Regional Action Coalitions' is enclosed in a blue rounded rectangle. A blue line connects this box to a larger blue box containing a bulleted list of implementation details.

Implementation: Your Role



- 1) Reach out to your members and other stakeholders
- 2) Continue your efforts to address nursing workforce issues
- 3) Go to: www.thefutureofnursing.org to let us know what you're doing

Opportunity Of Our Lifetime



IFN Resources



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Some days we just get stuck, and bogged down.
Some days all you can do is smile and wait for someone to kindly
remove your butt from the hole you find it wedged into.