

FUTURE OF NURSING™

Campaign for Action



Robert Wood Johnson Foundation



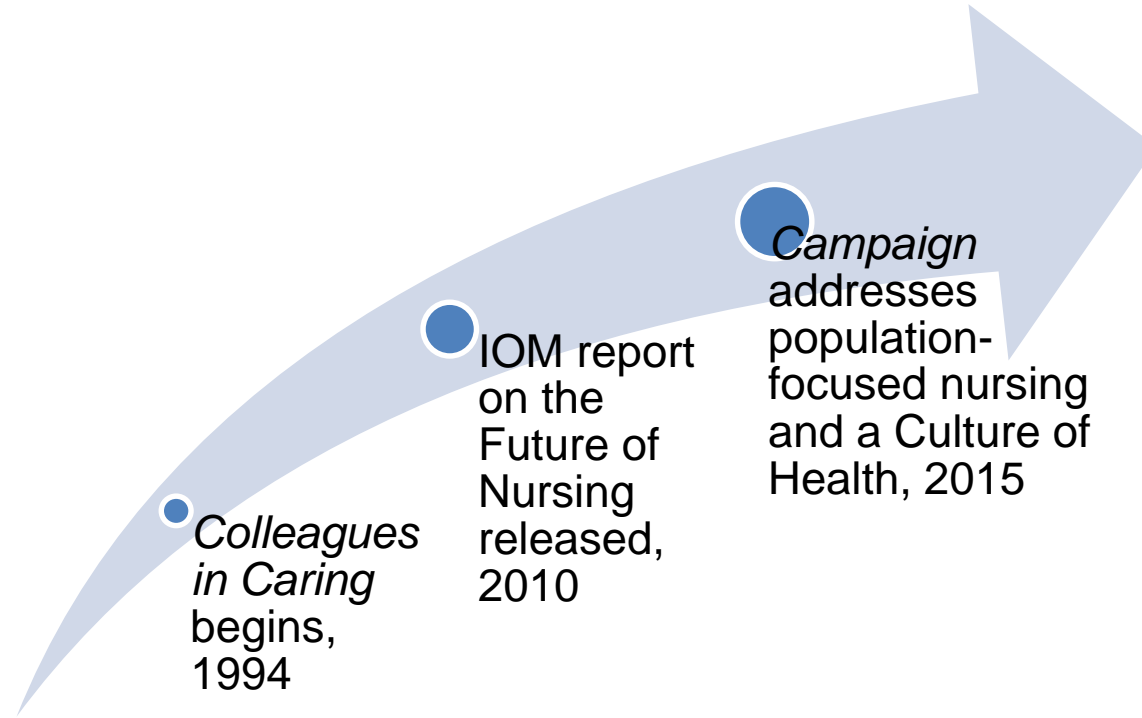
The Future of Nursing: Possibilities for Policy, Practice & Populations

National Forum of State Nursing Workforce Centers Annual Meeting
June 6, 2018

Susan B. Hassmiller, PhD, RN, FAAN, RWJF Senior Adviser for Nursing, and
director, Campaign for Action

 **@suehassmiller**
@campaign4action

Workforce Centers



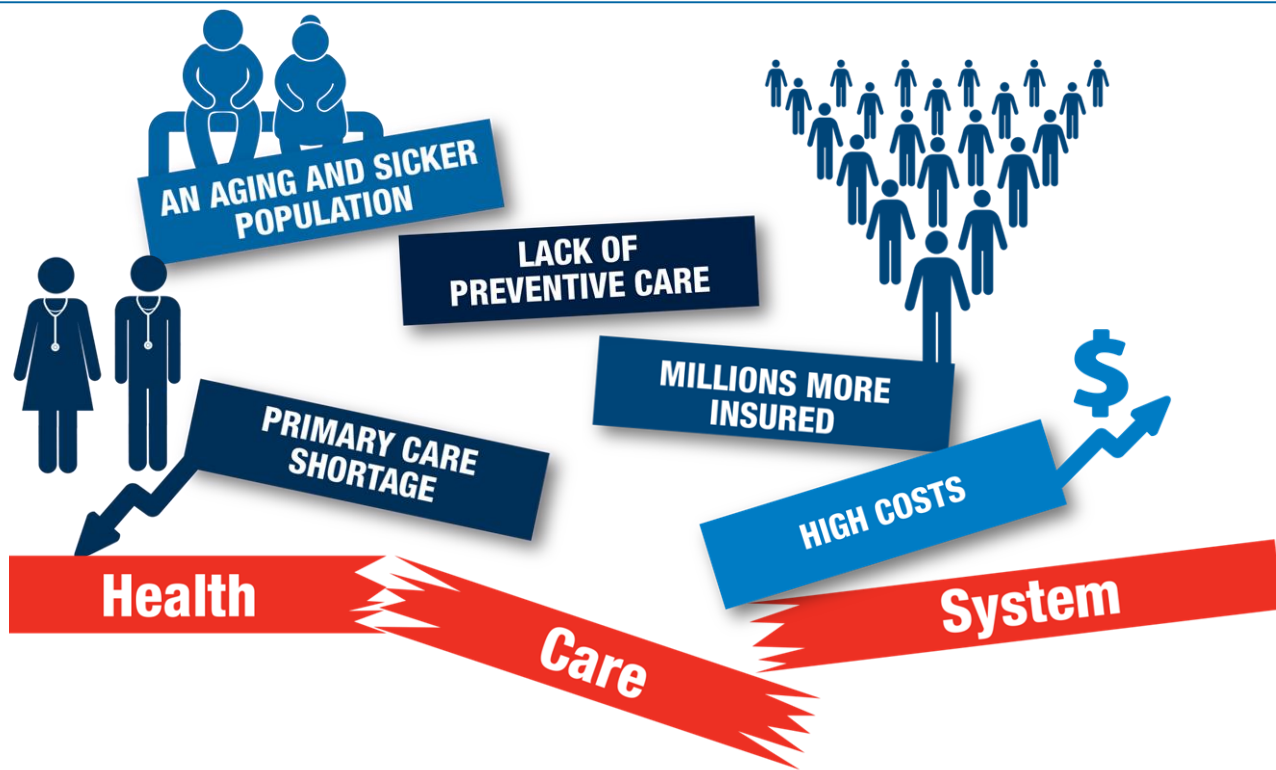
Mission: Lead a national network for collaboration among state nursing workforce entities and partners

Goals:

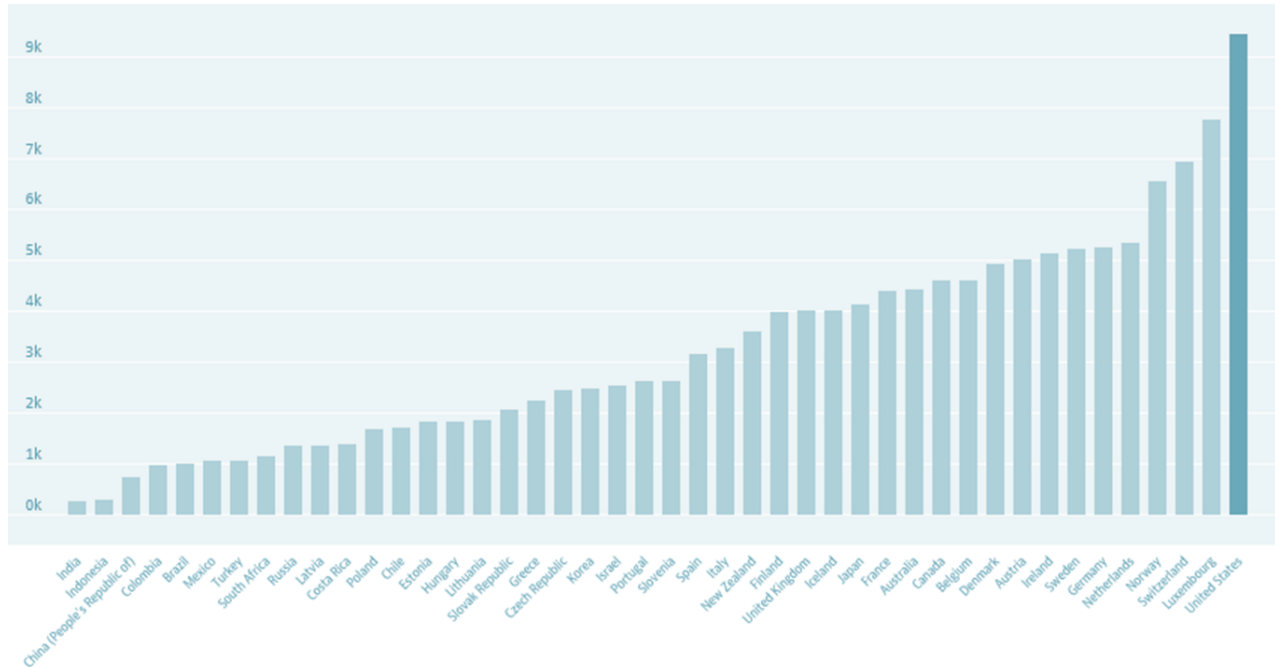
- Address nursing workforce shortages within states
- Ensure an adequate supply of nurses to meet health needs of U.S. population

Health System Challenges

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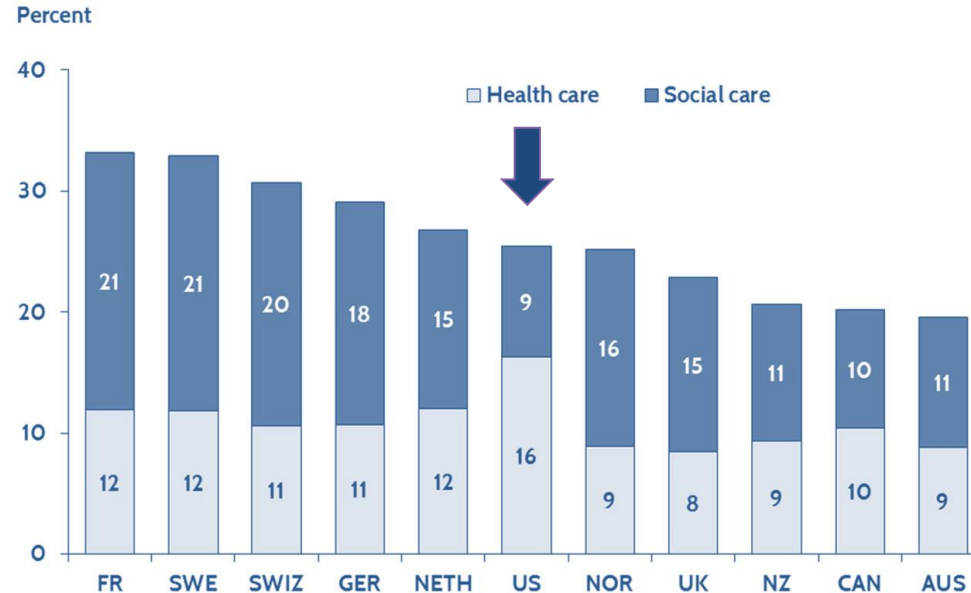


U.S. Health Care Spending



Source: Health expenditure and financing: Health expenditure indicators
OECD (**2016**), Health spending (indicator). doi: 10.1787/8643de7e-en (Accessed on 23 October
2016)

Health and Social Spending

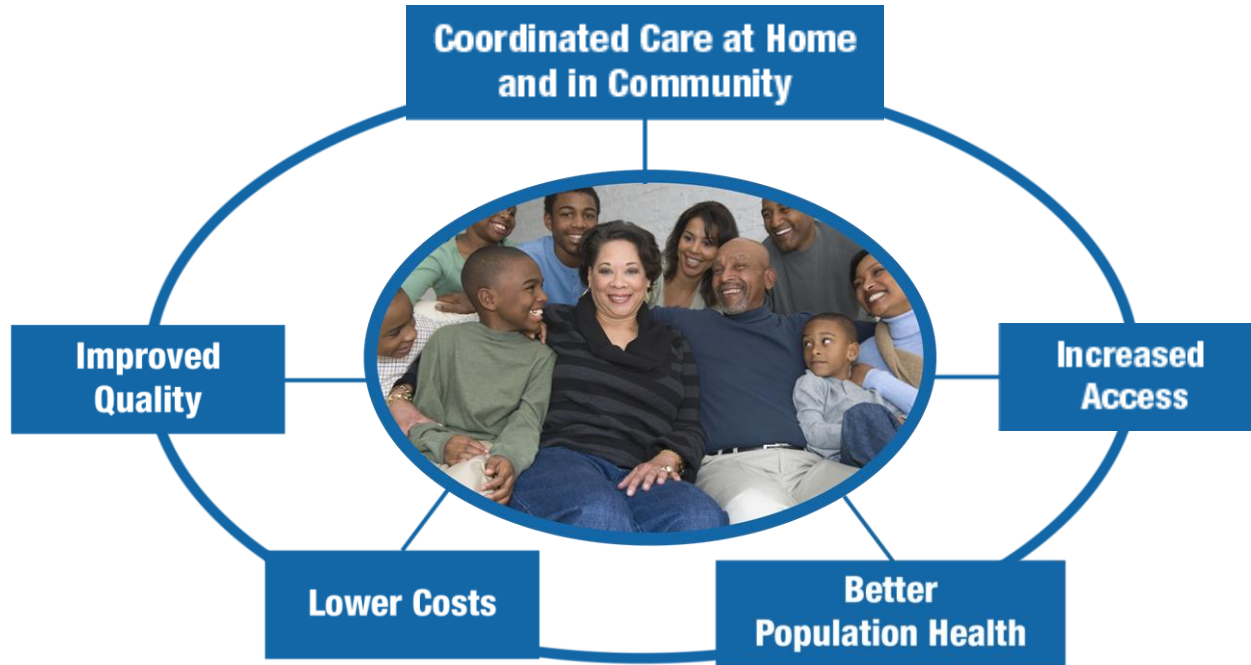


Notes: GDP refers to gross domestic product.

Source: E. H. Bradley and L. A. Taylor, *The American Health Care Paradox: Why Spending More Is Getting Us Less*, Public Affairs, 2013.

A New Era in Healthcare

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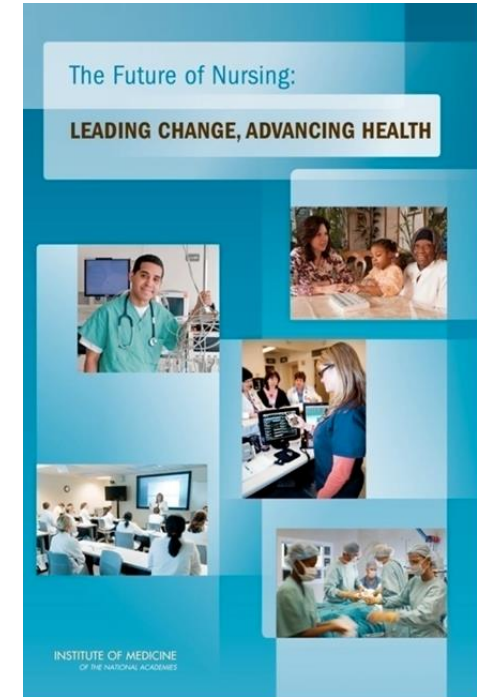


Person- and Family-Centered Care

Landmark report:

- Offers recommendations to transform health through nursing
- Re-conceptualizes roles for nurses

www.nationalacademies.org



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



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Areas of Focus

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Education



Practice & Care



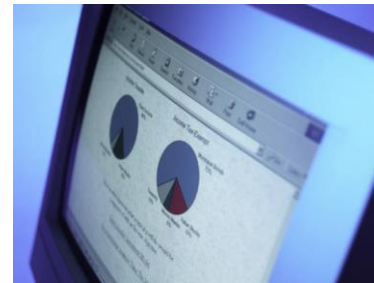
Leadership



Diversity

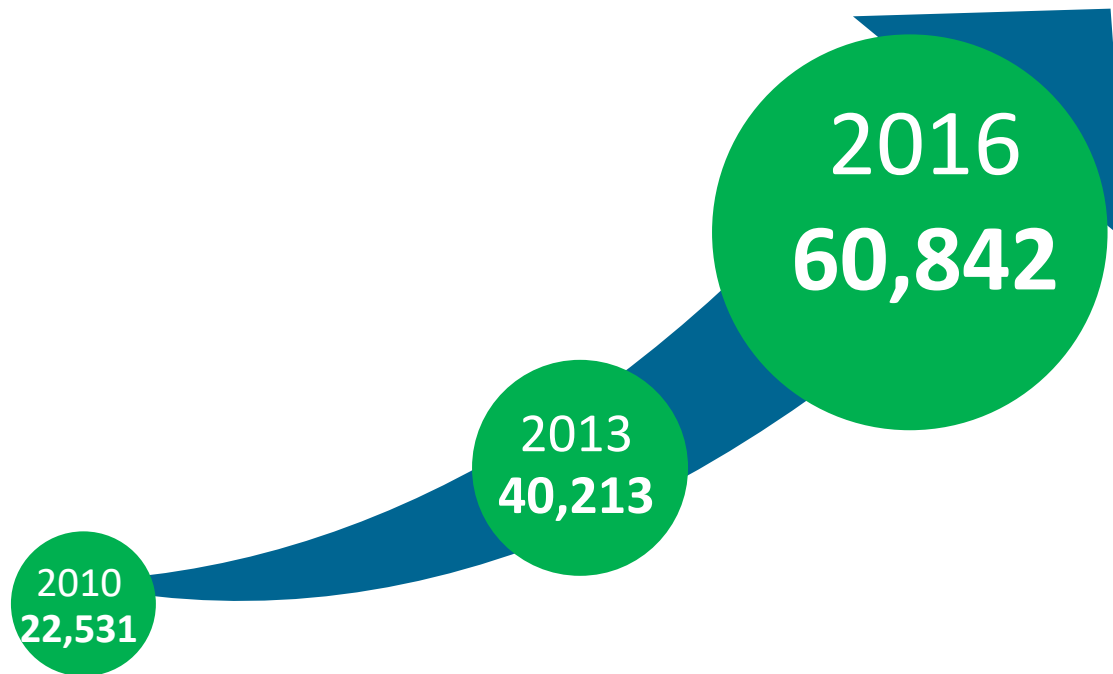


**Interprofessional
Collaboration**



Data

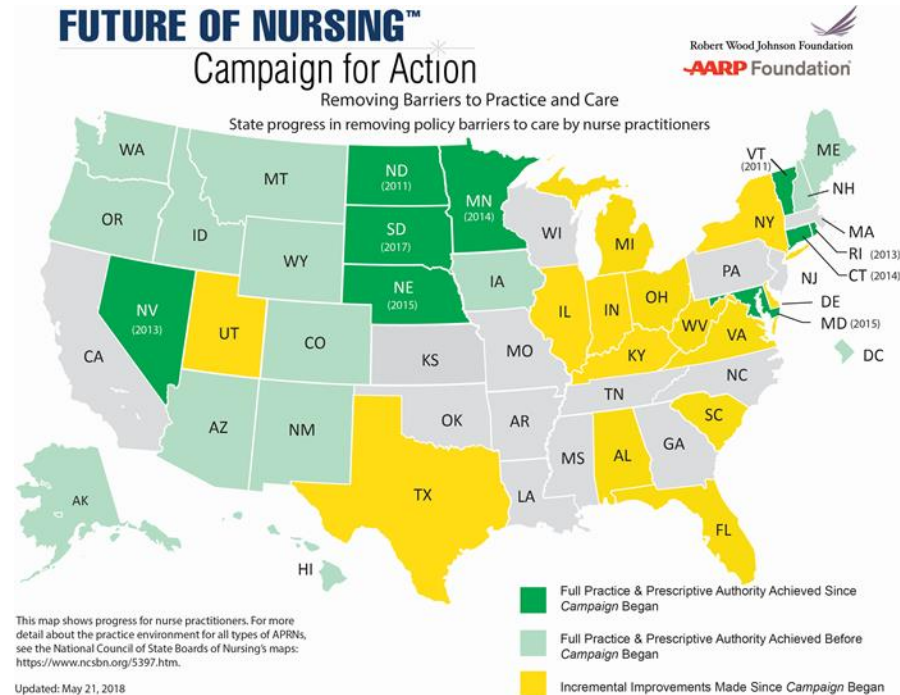
Number of RN-to-BSN Graduates



Source: AACN

Progress: Removing Barriers

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IOM Report: Promote nursing leadership and prepare nurses for board positions

Progress:

- 1) Formed Nurses on Boards Coalition
- 2) 26 members
- 3) 4,421 nurses serve on boards
- 4) Goal: reach 10,000 by 2020



www.nursesonboardscoalition.org

Progress: Interprofessional Collaboration

IOM Report: Better collaboration between professionals will improve care

Progress:

- Top nursing schools are increasing the number of interprofessional classes offered



Progress: Diversity

IOM Report: Nurses should reflect the population in terms of race, gender and ethnicity

Progress:

1. Nearly all Action Coalitions implementing diversity strategies
2. Nearly 30% of BSN grads in 2016 represent minority populations (up from 24.1% in 2005)



Progress: Data

- HRSA conducting National Sample Survey of Registered Nurses this spring
- Policy-makers will use results to ensure adequate supply of nurses and nurse practitioners



The *Campaign* and a Culture of Health

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Campaign's efforts to advance the IOM recommendations are giving *all* nurses tools to build a Culture of Health



Address All Factors That Affect Health

Health tied to:

- How much money people make
- How much school they've completed
- Neighborhoods they live in

The choices we make are
based on the choices we have



Outcomes Worse for Poor and Minorities

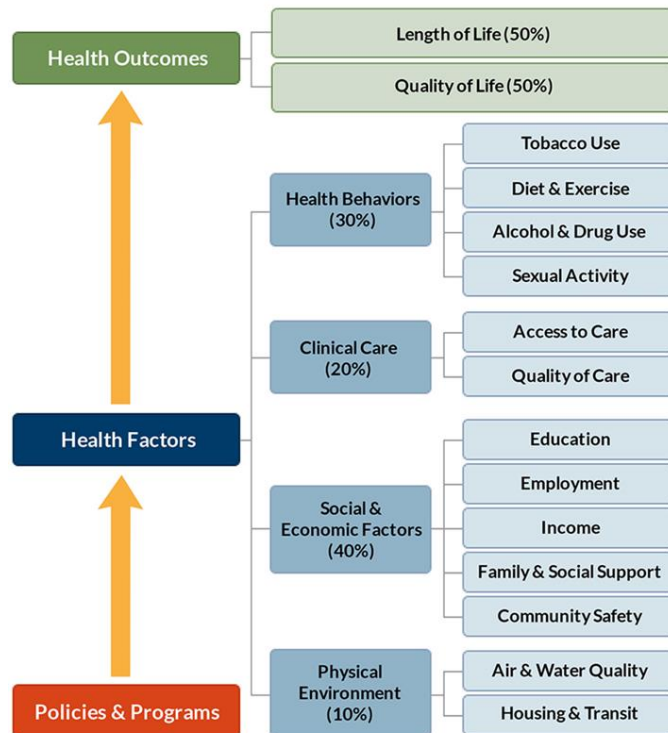
Least Healthy Counties

- 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

Many Factors Affect Health



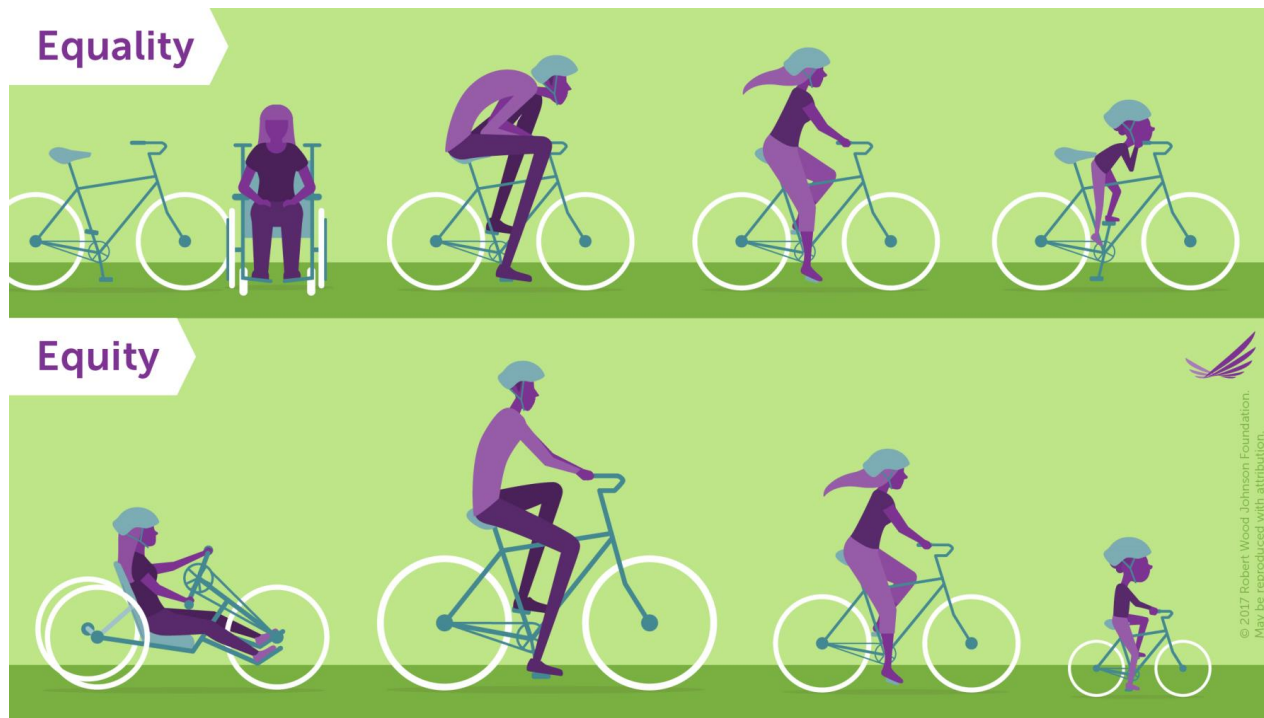
County Health Rankings model © 2014 UWPHI

We, as a nation, will strive together to build a Culture of Health enabling all in our diverse society to lead healthy lives, now and for generations to come



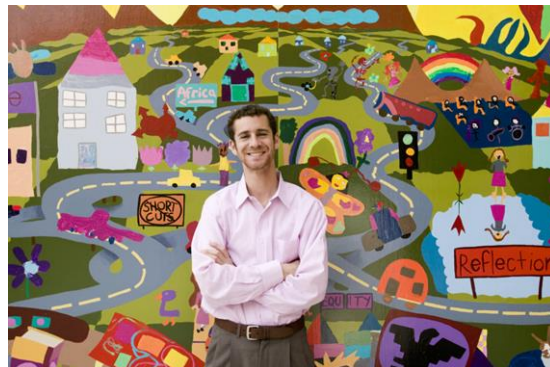
Health Equity and a Culture of Health

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Many Partners

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HealthCare Executive Group and Change Healthcare Survey: Respondents were:

- Integrating community programs and resources: 42%
- Integrating medical data with financial, census, and geographical data: 33.7%
- Offering a social assessment with a risk assessment: 31%
- Incorporating social determinants into clinical workflow: 26.6%
- Training physicians to identify social determinants: 21.3%
- Using point-of-care checklists to identify potential social determinants: 20.7%

Source: AJMC, Feb. 15, 2018

Newsroom – Published on: May 24, 2018

Releases

Kaiser Permanente Investing \$200 Million to Address Housing Instability, Improve Health

6 Portland health providers give \$21.5M for homeless housing

AP

Gillian Flaccus, Associated Press
Sep. 23, 2016, 4:19 PM 42

BUSINESS

UnitedHealth invests \$50 million in low-income rental housing

UnitedHealth Group is spending millions to finance low-income rental units for families in Minnesota and the Upper Midwest.

By Jackie Crosby Star Tribune | NOVEMBER 14, 2013 — 9:13PM

This Is Where Nursing Needs to Go!

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- Home-based care model that reduces disability and promotes aging in place
- Occupational therapist, nurse and handyman visit elderly, low-income patients at home to improve certain activities of daily living

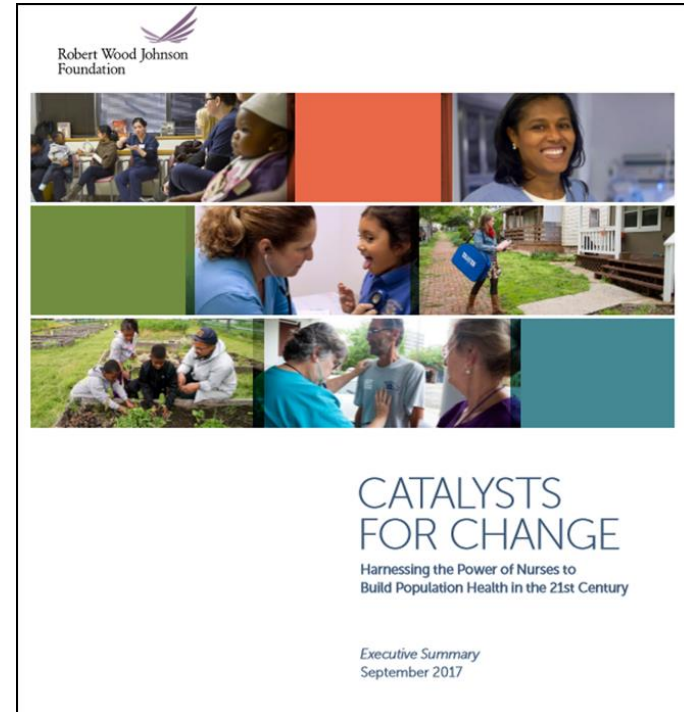


Source: Johns Hopkins

75% of participants
showed improvements in
daily living

Population-focused Nursing

- How can nurses best help our nation reverse course on the declining health of its citizens and promote the health of the U.S. population in the 21st century?



Centers can address major gaps in:

- Types of health professions
- Where they are employed
- What roles they fill
- Who best person for best job is

Advocate for nurses to be versed in social determinants of health



Changes Needed:

- Incorporate social determinants of health and population health concepts into curricula at all nursing schools at all levels
- Include teaching and practice in community settings
- Prepare nurses for population-focused roles



RWJF to establish new program in this area

Using Data to Improve Population-Health Outcomes

Care increasingly delivered in home and community

- More emphasis on prevention and wellness

Health workforce requires different knowledge and skills

- Prevention
- Care coordination
- Population health management
- Dissemination of team-based care
- Continuous quality improvement
- Patient education and engagement
- Use of data

Source: Erin Fraher,
American Hospital
Association Webinar,
November 1, 2017

Old School

- Will we have enough nurses, doctors, or other health professionals in the future?

New School

- How can we more effectively and efficiently deploy the workforce already employed in the health care system on interprofessional teams?

Source: Erin Fraher, 2017

Old School

- Assumes professions and specialties have fixed and unique scopes of practice

New School

- Recognize professions and specialties have overlapping and dynamic scopes of practice

Source: Erin Fraher, 2017

Upstream, population health approach requires us to:

- Expand workforce planning efforts to include workers in broad range of health care, community and home-based settings
- Embrace the role of social workers, patient navigators, community health workers, home health workers, community paramedics, dieticians and other community-based workers
- Determine how to integrate the public health workforce into health workforce planning

Source: Erin Fraher, 2017

Workforce Centers

We need the *right* mix of nurses in the *right* locations, specialties, and practice settings to meet population health needs

Workforce centers need to be actively involved in generating data for population-health outcomes



“Legacy. What is a legacy? It’s planting seeds in a garden you never get to see.”



--Lyrics from “The World Was Wide Enough,” Hamilton, the Musical

Thank You

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Visit us on the web at campaignforaction.org

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healthier America
through nursing.

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