

# Future of Nursing 2020-2030

## *A Consensus Study from the National Academy of Medicine*

### History

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In 2009, the Robert Wood Johnson Foundation partnered with the Institute of Medicine to produce *The Future of Nursing: Leading Change, Advancing Health*, which set a vision for nursing in 2020. The authoring committee produced a set of recommendations for the field of nursing and it provided a blueprint for improving nurse education; ensuring that nurses can practice to the full extent of their education and training; providing opportunities for nurses to assume leadership positions; and improving data collection for policymaking and workforce planning.

A variety of current and emerging issues influence the field of nursing, from ongoing health care reform and integration of new technologies to patient-centered care to respect for the profession and its expertise, merit exploration and consideration in setting national priorities for the next ten years. Additionally, nurses serve in many community settings; therefore, the nursing profession is well-positioned to serve an important role in implementing the Robert Wood Johnson Foundation's vision for a Culture of Health.

Goals were identified in four key areas in the report:

- **Education:** Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- **Scope of practice:** Nurses should practice to the full extent of their education and training.
- **Workforce data:** Effective workforce planning and policy making require better data collection and an improved information infrastructure.
- **Leadership:** Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.

### About the Study

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An ad hoc committee under the auspices of the National Academies of Sciences, Engineering, and Medicine will extend the vision for the nursing profession into 2030 and chart a path for the nursing profession to help our nation create a culture of health, reduce health disparities, and improve the health and well-being of the U.S. population in the 21st century. The committee will examine the lessons learned from the Future of Nursing Campaign for Action as well as the current state of science and technology to inform their assessment of the capacity of the profession to meet the anticipated health and social care demands from 2020 to 2030.

In developing its recommendations for the future decade of nursing in the United States, the committee will draw from domestic and global examples of evidence-based models of care that address social determinants of health and help build and sustain a culture of health.

## Talking Points

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Some of the key “wins” from *The Future of Nursing: Leading Change, Advancing Health*:

### Education

- The number of RN-to-BSN graduates increased 180% from 2010 to 2017.
- Since 2010, the number of employed nurses with a doctoral degree has more than doubled.
- The number of people receiving nursing doctoral degrees annually has risen 375% from 2010 to 2017 for DNP; and nearly 50% from 2010 to 2017 for PhDs. The goal to double has been met and exceeded!
- While many states will not reach 80% by 2020, Action Coalitions and their partnering organizations around the country have built a **solid infrastructure** that will continue to scale academic progression partnerships and reduce barriers nurses have historically faced in advancing their education.

### Scope of practice

- *Currently, 22 states, the District of Columbia and Guam grant full practice authority to one or more APRN roles upon licensure and/or certification. 16 states, Puerto Rico and the Virgin Islands grant reduced practice. 12 states operate under restricted APRN practice.*
- In 2016, a MAJOR win: Nurses broke records in response to the VA proposed rule on APRNs—flooded the system with more than 177k comments. As a result, 3 of the 4 advanced practice roles (NOT CRNAs) were granted full practice authority in the VA.
- The number of nurse-led clinics in the United States, affiliated with the National Nursing Centers Consortium, rose from 16% from 2011 to 2016.

### Workforce data

- In general, we are seeing people pay more attention to nurses and we are getting **better data on the nursing workforce**, in particular from the U.S. Bureau of Labor Statistics, the Centers for Medicare and Medicaid Services and the Health Resources and Services Administration.
- Between 2010 and 2015, many states increased the number of data items they collect on the nurse workforce in response to the IOM report.
- The National Forum of State Nursing Workforce Centers reports that more than 70% of State Nursing Workforce Centers are partners with Action Coalitions in their states—a step toward creating a comprehensive collection of workforce data that integrates the diverse sources of statistics.

- The number of state nursing boards that participate in Nursys Quick Confirm data system increased nearly 12% from 2011 to 2017. And the number of state nursing boards that participate in Nursys Licensure Verification data system increased 15% in the same 5-year window.

*(Nursys is the only national database for verification of nurse licensure, discipline, and practice privileges for registered nurses and licensed practical nurses/licensed vocational nurses licensed in participating boards of nursing, including all states in the Nurse Licensure Compact.)*

In examining current and future challenges, the committee will consider:

- The role of nurses in improving the health of individuals, families, and communities by addressing social determinants of health and providing effective, efficient, equitable, and accessible care for across the care continuum, as well as identifying the system facilitators and barriers to achieving this goal.
- The current and future deployment of all levels of nurses across the care continuum, including in collaborative practice models, to address the challenges of building a culture of health.
- System facilitators and barriers to achieving a workforce that is diverse, including gender, race, and ethnicity, across all levels of nursing education.
- The role of the nursing profession in assuring that the voice of individuals, families and communities are incorporated into design and operations of clinical and community health systems.
- The training and competency-development needed to prepare nurses, including advance practice nurses, to work outside of acute care settings and to lead efforts to build a culture of health and health equity, and the extent to which current curriculum meets these needs.
- The ability of nurses to serve as change agents in creating systems that bridge the delivery of health care and social needs care in the community.
- The research needed to identify or develop effective nursing practices for eliminating gaps and disparities in health care.
- The importance of nurse well-being and resilience in ensuring the delivery of high-quality care and improving community health.

Join the conversation using #FutureofNursing2030 on Twitter.

## Resources

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- [The Future of Nursing 2020-2030](#)
- [The Future of Nursing: Leading Change, Advancing Health](#)
- The Future of Nursing 2020-2030 [Committee Members](#)

- The Future of Nursing [Listserv](#)
- The Committee on The Future of Nursing 2020-2030 [public session](#), held on Wednesday, March 20, 2019
- **Summer 2019 Town Hall Events:** The Committee on the Future of Nursing 2020-2030 held three regional meetings to hear from people around the country. The committee was interested in insights on how to advance the profession of nursing to help our nation create a culture of health, reduce health disparities, and improve the health and well-being of the U.S. population in the 21st century. Each meeting featured panel discussions around a specific topic, followed by time for public comments.

Here are the recordings:

- [Chicago: Integrating Social Determinants of Health into Education, Research, and Practice](#)
- [Philadelphia: Payment and Care for Complex Health and Social Needs](#)
- [Seattle: High Tech to High Touch](#)
- National Academy of Medicine Social Media Channels:
  - [Facebook](#)
  - [Twitter](#)
    - Twitter Chats: [#Nursing2030Chat1](#); [#Nursing2030Chat2](#); [#Nursing2030Chat3](#)