



CURRENT TRENDS AND PROJECTIONS IN NURSING EDUCATION

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The nursing profession is the largest segment of the nation's health care workforce

Four Health Care Trends That Will Affect Nurses

1. **Nursing shortages offer opportunities**
 - Retirements will create job opportunities
 - Millennials will make up majority of workforce in next two decades
 - New incoming nurses more ethnically diverse, tech-savvy
2. **Job opportunities expand outside the hospital**
 - Expect roles in communities and other health care facilities
 - Experience working in community settings highly valued
 - Nurses needed in chronic care, geriatrics, palliative and hospice care
 - Care coordination to play a pivotal role

4 Health Care Trends That Will Affect American Nurses, NursingWorld, ANA, November 2015

Four health care trends that will affect nurses (continued)

3. **Technology will play larger role**
 - Tech advances in workplace require nurses to be tech-savvy
 - Exposure to tech and simulation should start in school settings
 - Knowledge and experience with electronic health records (EHR)
4. **Increased collaboration with other health care providers**
 - Value-based care model gives nurses bigger role in care provision
 - More opportunities to collaborate with physicians
 - Nurses ensure appropriate cost/resources use
 - Nurses play larger role in chronic disease management, follow-up care



4 Health Care Trends That Will Affect American Nurses, NursingWorld, ANA, November 2015

Four Key Messages from the IOM (The Future of Nursing) Report

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

IOM (Institute of Medicine). 2011. The Future of Nursing: Leading Change, Advancing Health. Washington, DC: The National Academies Press.

Impacts of the Affordable Care Act

- Estimated 30-34 million Americans expected to gain health insurance
- By 2030, 72 million Americans will be 65 and older, a 50% shift in age demographics since 2000
- ACA relies on Patient Centered Medical Home (PCMH)
- By 2025, half of all Americans will suffer from a chronic disease
- Of estimated 2.8 million registered nurses, and 985,375 physicians currently working, **one-third will retire** in next decade
- By 2020: shortage of 91,500 to 130,000 physicians and need for an **additional 300,000 to 1.2 million registered nurses**

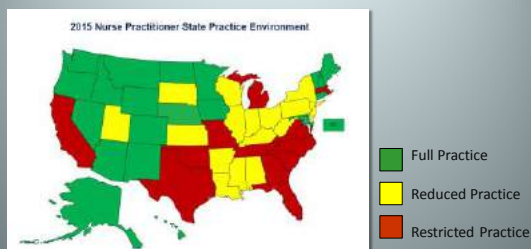
Anderson, Amy. "The Impact of the Affordable Care Act on the Health Care Workforce." Background, The Heritage Foundation, 03 Mar. 2014. Web. 30 July 2014.

Impacts of the ACA (continued)

- Increasing the role of nurses can alleviate workforce shortage
- Advanced Practice Registered Nurses (APRNs) are trained to provide autonomous care for a focused population (e.g. primary care)
- Scope of practice for nurses: 21 states and DC allow full practice without physician oversight; 17 states require collaboration with physician; 12 states require supervision by physician.
- Workforce shortage issue will require states to re-examine scope of practice laws

Anderson, Amy. "The Impact of the Affordable Care Act on the Health Care Workforce." Background. The Heritage Foundation, 03 Mar. 2014. Web. 30 July 2014.
State Nurse Practice Acts and Administrative Rules, 2015, American Association of Nurse Practitioners, 2015.

Scope of Practice for Primary Care



State Nurse Practice Acts and Administrative Rules, 2015, American Association of Nurse Practitioners, November 2015

The Changing Environment for Nursing Practice

- Challenge of predicting workforce resources in a climate of health care reform
- Drive toward integration of services across care continuum
- Patient-focus moving to individual, family, and *community* as emphasis is placed on prevention and health promotion
- Focus on social determinants of health and health equity

The Changing Environment for Nursing Practice (continued)

- Population health management skills are needed at every level of nursing preparation
- Competencies supporting healthy behavior change are increasingly important
- Challenge of re-deploying nursing resources to settings of most impact – clinically and financially



Preparing Nurses for Outpatient Settings

- Interprofessional education is becoming more prevalent in curricula; nurses are often leaders in the development of these programs
- Academic nursing is involved in pioneering research focused on population health, chronic disease management models, and collaborative care approaches that translate to new care models

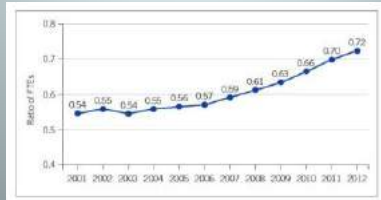
American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Manatt Health Project, March 2016

Nurses and Community Health Centers

- Community Health Centers (CHCs) address increased demand for primary care services for underserved and uninsured
- Serve more than 22 million people through over 9,000 urban, suburban and rural locations in every state
- Staffing model includes physician assistants, nurse practitioners, certified nurse midwives to provide care and health education
- Between 2007-2012, number of PAs, NPs and CNMs at CHCs increased by 61% compared to 31% for physicians
- Demand for PAs, NPs and CNMs will continue to increase at Community Health Centers

Proser M, Byrka T, Weaver D, Yee R. Community health centers at the crossroads: Growth and staffing needs. Japco. 2015;28(4):40-51. doi:10.1097/01.JAA.0000460291.99158.6e

Nurses and CHCs (continued)



Ratio of PAs, NPs, and CNMs to physicians at Community Health Centers, 2001-2012

As Community Health Centers serve increasing numbers of patients, the need for PAs, NPs and CNMs to practice at top of their training will increase

Prosser M, Bysshe T, Weaver D, Yee R. Community health centers at the crossroads: Growth and staffing needs. *Amso*. 2015;28(4):49-53. doi:10.1097/OJ.AA.00000000000009918.ed. 2007 and 2012 Uniform Data System. US Department of Health and Human Services, Health Resources and Services Administration, Bureau of Primary Health Care, 2013. <http://dphc.hrsa.gov/healthcenterdatastatistics/index.html>.

Job Outlook for Nurses, 2014-2024

Employment of nurses expected to grow 16% due to:

- Aging population
- Care for patients with chronic diseases will increase
- Number of people with health insurance will increase
- Need for nurses in long-term care, outpatient care centers, and home-based care settings

2014 employment: 2,751,000
2024 projected employment: 3,190,300

Job competition increases as new nurses enter workforce:

- Nurses with Bachelor of Science degree in nursing (BSN) will have better job prospects than those without
- Candidates with related work experience will fare better

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2016-17 Edition*, Registered Nurse, on the internet at: http://www.bls.gov/occup/healthcare/registered_nurse.htm

Employment of New Nurse Graduates

Job offers at time of graduation

- Entry-level BSN: 61%
- Entry-level MSN: 73%
- Varies by U.S. region for BSN (41%-70%) and MSN (60%-83%)

Job placement 4-6 months after graduation

- Entry-level BSN: 90%
- Entry-level MSN: 94%
- Varies by U.S. region for BSN (83%-93%) and MSN (89%-95%)

Preparedness and safety linked to education

- Nurses with baccalaureate degree linked to better patient outcomes
- National priority: Call for 80% of nursing workforce to hold at least a bachelor's degree by 2020.

American Association of Colleges of Nursing Research Brief, (2015, October). *Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses*. Institute of Medicine. (2010). *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: National Academies Press. National Association of Colleges and Employers. (2014, May). *The Class of 2014 Student Survey Report*. Retrieved from <http://www.nacacweb.org/2013/12/11/2014-the-association-of-colleges-and-employers/>

Nurse's Time

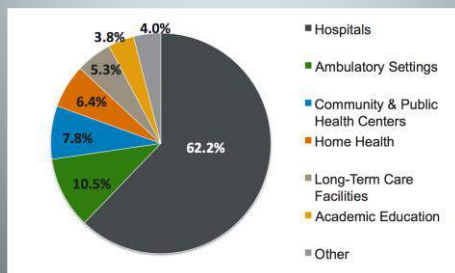
Consumed by:

- Direct patient care
- Documentation
- Logistics
- Constant re-prioritization
- Medication administration
- Communication regarding patient
- Addressing payment/insurance issues
- Education of patient/family for next phase of care



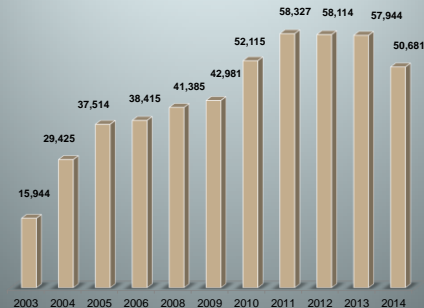
ION (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

Settings Where Nurses Practice



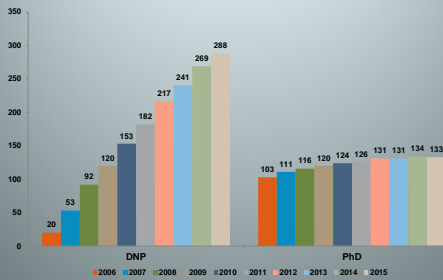
ION (Institute of Medicine). 2011. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: The National Academies Press.

Qualified Applicants Turned Away from Entry-Level Baccalaureate Nursing Programs



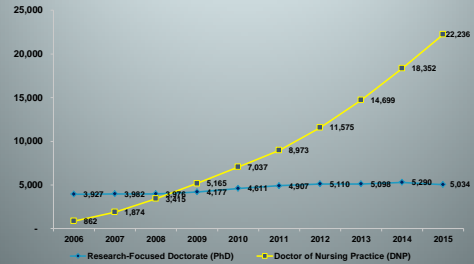
Research and Data Center, 2003-2014. *Leading Excellence and Innovation in Academic Nursing, Annual Report 2015*. American Association of Colleges of Nursing

Growth in Doctoral Nursing Programs: 2006-2015



American Association of Colleges of Nursing

Enrollments both in DNP and PhD Programs: 2006-2015



American Association of Colleges of Nursing

Advances in Doctoral-Level Nursing Education

Nursing schools made progress in moving level of preparation for advanced nursing practice from master's to doctoral degree

Enrollment in doctoral programs increased by more than 20.2% this year



Leading Excellence and Innovation in Academic Nursing, Annual Report 2015, American Association of Colleges of Nursing

Advances in Doctoral-Level Nursing Education (continued)

- From 2013 to 2014, enrollment in DNP programs grew by 26.2%, with 18,352 students enrolled currently
- DNP programs now available in 48 states and District of Columbia
- 144 schools now offer the baccalaureate-to-DNP
- Research-focused programs (PhD, DNS) increased to 134 programs in 2014
- Enrollment in research-focused programs increased by 3.2% to 5,290 students

Leading Excellence and Innovation in Academic Nursing, Annual Report 2015, American Association of Colleges of Nursing

Where Academic Nursing Provides Leadership

RESEARCH LEADERSHIP	PATIENT-CARE LEADERSHIP	WORKFORCE DEVELOPMENT LEADERSHIP
<ul style="list-style-type: none"> • Science of quality and patient safety • Optimal care delivery models • Science of self-management • Symptom management • Chronic condition management • Informatics (e-innovating) • Science of Leadership 	<ul style="list-style-type: none"> • Community based care (office care, retail care, home care) • Nurse-managed clinics • School-based programs and University student/employee clinics • Health system inpatient program leadership • Patient engagement programs • Palliative care/end of life care 	<ul style="list-style-type: none"> • Growth in advanced nursing practice curricula producing doctoral prepared nurses • Interprofessional education programs in resident stages • Training curricula preparing clinicians for the future care delivery system • Growth in research training to produce nurse scientists

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Marcell Health Project, March 2016

Partners for Improved Health: Academic Nursing and Academic Health Centers

New national study commissioned by AACN serves as a guide for nursing and Academic Health Center leaders to implement organizational change that will:

- Advance systems of health care
- Achieve improved health outcomes
- Foster new models for innovation



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Ensuring Long-Term Success and Sustainability for Nursing Schools

Findings/challenges identified in the study:

- Academic nursing is not positioned as a partner in health care transformation
- Institutional leaders recognize missed opportunity for alignment with academic nursing and are seeking new approach
- Insufficient resources are a barrier to supporting enhanced role for academic nursing

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Embracing a New Vision: Academic Nursing and Academic Health Centers

Recommendations from the study--

1. **Embrace new vision for academic nursing:**
 - ✓ Nursing participation in health system governance
 - ✓ Expand nursing leadership in clinical practice/care delivery
 - ✓ Grow academic nursing research-- partner with medical schools and health systems
 - ✓ Collaborative workforce training with health system partner
 - ✓ Integrate academic nursing into population health initiatives
 - ✓ Leadership development

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Preparing for the Future: Academic Nursing and Academic Health Centers

2. **Enhance the clinical practice of academic nursing:**
 - ✓ Bring nursing faculty into the clinical practice of the health system and connect the service more closely to the academic mission of the college
3. **Partner in preparing the nurses of the future:**
 - ✓ Build a pipeline of nurses at all levels to meet clinical requirements
 - ✓ Create leadership programs for faculty and practicing nurses that are jointly managed by the school of nursing and clinical practice

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Partnering for Success: Academic Nursing and Academic Health Centers

4. **Partner in the implementation of accountable care**
 - ✓ Joint clinical planning
 - ✓ Leadership to develop linkages between acute care and post-acute, home-based and long-term care services
 - ✓ Expand nurse-led community programs
5. **Invest in nursing research programs and better integrate research into clinical practice**
 - ✓ Create mechanisms to coordinate research projects and activities across academic nursing and academic health centers

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Advocate for the Future: Academic Nursing and Academic Health Centers

6. **Implement an advocacy agenda to support a new era for academic nursing**
 - ✓ Increase funding support for the training of nurse scientists
 - ✓ Advance a national nursing agenda that links to the Triple Aim, including expansion of the GNE Demonstration
 - ✓ Heightened advocacy for scope of practice changes
 - ✓ Support for academic nursing leadership in clinical care delivery

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Key Takeaways: Academic Nursing and Academic Health Centers

- ✓ Traditional ways of doing business within AHCs must evolve
- ✓ Tuition-driving academic nursing inhibits strategic goals
- ✓ Nurse independence required to achieve true potential
- ✓ Nurse involvement in population health and ACO strategic development
- ✓ Leaders should seek opportunities to connect initiatives with nursing deans
- ✓ Leadership development a priority
- ✓ Workforce planning with AHCs, health system and schools an opportunity for collaboration
- ✓ Research program capacity-building an opportunity for alignment
- ✓ Shared leadership, governance = shared accountability for success/ failure
- ✓ Scope of practice and reimbursements for APRNs top of mind

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Achieving a New Partnership: Academic Nursing and Academic Health Centers

The following challenges must be met to achieve new partnership:

- ✓ Nursing faculty must have deeper involvement in clinical practice and more opportunity to engage in the clinical innovation needed by evolving academic health systems
- ✓ Research programs across academic and clinical partners must be fostered around patient and community-oriented research
- ✓ Academic nursing needs to reflect on its aspirations and reorient to these themes

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Achieving a New Partnership: Academic Nursing and Academic Health Centers

Recommendations for deans of nursing:

- ✓ Enhance clinical practice opportunities
- ✓ Engage health system CNO/CEO to create clinical leadership, administrative, and practice roles for select shortages for nurses prepared at all levels
- ✓ Propose a nursing enterprise workforce development program to help mitigate health system shortages for nurses prepared at all levels
- ✓ Establish a strategic agenda for research incorporating themes of relevance to the region such as chronic disease management
- ✓ Review promotion and tenure policies for alignment with academic nursing's partnership mission

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Achieving a New Partnership: Academic Nursing and Academic Health Centers

Recommendations for deans of medicine:

- ✓ Facilitate linkages with academic nursing
- ✓ Integrate research programs such as informatics, population health with potential for shared centers
- ✓ Advance programs for enhancing nursing professional billing to integrate APRNs as part of a broader clinical network strategy
- ✓ Address issues of culture between nurses and physicians; encourage team science
- ✓ Strengthen interprofessional HHS and NIH-supported programs

American Association of Colleges of Nursing, Advancing Healthcare Transformation: A New Era for Academic Nursing, Maratt Health Project, March 2016

Achieving a New Partnership: Academic Nursing and Academic Health Centers

Recommendations for health system executives:

- ✓ Establish participation for academic nursing on governing bodies, health system leadership boards, and committees
- ✓ Integrate school of nursing into clinical innovation programs: patient safety, quality, population health science – with appropriate financial support
- ✓ Enhance academic nursing's role in primary care and community clinic network development and workforce preparation
- ✓ Advance programs for enhancing nursing professional billing within developing practice models
- ✓ Facilitate academic nursing faculty meeting its certification requirements for clinical practice by expanding positions available for clinical faculty

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Achieving a New Partnership: Academic Nursing and Academic Health Centers

Recommendations for university presidents:

- ✓ Facilitate integrated strategic planning for health science schools
- ✓ Recruit deans of nursing who can partner in the transformation of health systems
- ✓ Strengthen roles for academic nursing in university governance positions
- ✓ Lead and facilitate interprofessional education program development
- ✓ Increase university investment in nursing programs
- ✓ Support national advocacy agenda to increase institutional funding for nursing research

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- ✓ Advocates
- ✓ Educators
- ✓ Researchers
- ✓ Scientists
- ✓ Collaborators
- ✓ Strategists
- ✓ Practitioners
- ✓ Partners
- ✓ Change agents
- ...LEADERS

Nurses



