

Assessing Trends in the Nursing Workforce:

Moving Toward a Preferred Future

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Objectives

- Explore current trends and projections
- Identify new opportunities for Professional Nurses
- Discuss the impact of the following on how we educate professional nurses:
 - Changing norms
 - New care delivery systems
 - Patient expectations
- Share thoughts on the future of nursing education and how best to prepare the next generation of nurse clinicians and leaders



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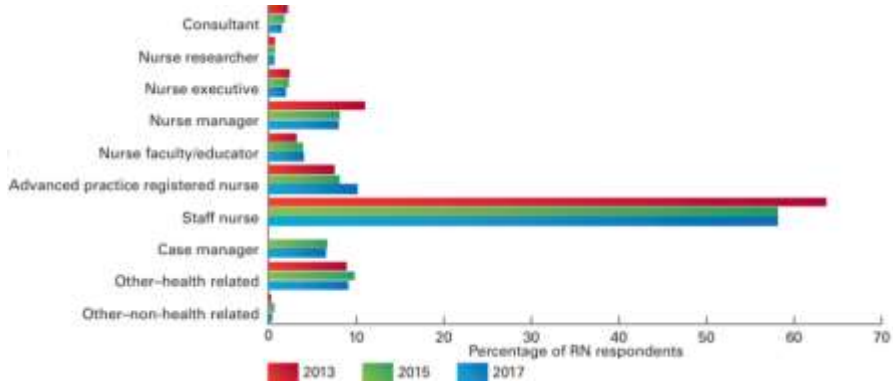
Current Trends



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2017 National Nursing Survey (Oct. 2018)



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Workforce Trends: Bureau of Labor Statistics

Quick Facts: Registered Nurses	
2017 Median Pay ⓘ	\$70,000 per year \$33.65 per hour
Typical Entry-Level Education ⓘ	Bachelor's degree
Work Experience in a Related Occupation ⓘ	None
On-the-job Training ⓘ	None
Number of Jobs, 2016 ⓘ	2,955,200
Job Outlook, 2016-26 ⓘ	15% (Much faster than average)
Employment Change, 2016-26 ⓘ	438,100

Workforce Trends: Bureau of Labor Statistics

Quick Facts: Nurse Anesthetists, Nurse Midwives, and Nurse Practitioners	
2017 Median Pay ⓘ	\$110,930 per year \$53.33 per hour
Typical Entry-Level Education ⓘ	Master's degree
Work Experience in a Related Occupation ⓘ	None
On-the-job Training ⓘ	None
Number of Jobs, 2016 ⓘ	203,800
Job Outlook, 2016-26 ⓘ	31% (Much faster than average)
Employment Change, 2016-26 ⓘ	64,200

The Impact of Changing Norms, New Delivery Systems and Patient Expectations

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Nursing Shortage (ANA)

- By 2022 - More nursing jobs available than any other profession
- By 2022 - More than 500,000 nurses will retire
 - 1.1 million nurses needed to avoid shortage

“Troubling Trend: Fewer Nurses May Be Seeking Higher Education”

Faller & Gogek, 2018

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Trends in Healthcare in 5-15 Years

- Delivery Systems
 - Mobile Care
 - Remote Monitoring
 - Acute Care Clinics
 - RNs in Primary Care
- Workforce
 - Practice to top of license
 - Support for patient self-management

Trends in Healthcare in 5-15 Years (cont.)

- Big Data
 - Changes in use of clinical data
 - Data infrastructure
- Value-Based Payments
 - Pay for meeting personal goals
 - Integrated systems
 - Pay for keeping people healthy
- New Learning Curve
 - From medical model to health model
 - Increased organization complexity: mergers

Change in Care Recipient Expectations

- Patient and family-centered care
- Care coordination

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New Opportunities

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Educators,

How do we prepare students for a world we cannot imagine?

Dylan Wiliam

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Emerging Trends

- Instant Skills
 - Templates, YouTube, Instagram, 3d Printing
- Stackable
 - Bundling certificates for a degree
- AI, Robots, Virtual Reality, Wearables
- “Millennials at the Majority”
- “The Graying of Talent [Nurses]”
- Uberized and Amazon-erized Economy
 - Floats, temps, on call, project based, competitive, quick

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HR Trends for Nursing

- Remote, telecommuting, convenience, freelance, consulting, part-time
- Focus on soft-skills, EI, communication, leadership preparation
- Focus on culture over compensation
- “Nurse recruitment will be harder than it’s ever been” Parker, 2017

Educators,

**How do we prepare the
next generation of nurse
clinicians and leaders?**

Table Exercise:

- What can or will you do to help nursing through these changes?
- What are the priorities for nursing education, particularly at the master's level?
- How can nursing education embrace some of the some of the trends, which ones and for whom? NP? Administrators, etc.?

The Future of Nursing Education

Educators,

- No longer can we accept that once one has been teaching for five or ten years, one is “good to go”
- A lifetime is not enough to master all the knowledge and data available
- “Commitment to Continuous Improvement”
- We need to produce [nurses] who know how to act when they are faced with situations for which they were not specifically prepared. (Papert, 1998)

An Example

Certificate in HealthCare Innovation

- Graduates of this program will have specialized skills and knowledge to lead innovative healthcare teams in the areas of problem identification, product development, user analysis, prototyping, testing, marketing, and commercialization opportunities.
- 6 credits from Nursing & 6 Credits from the da Vinci Center (innovation and entrepreneurship):
 - NURS Holistic Leadership in Healthcare Delivery (3 cr)
 - NURS Organization Science Implications for Human and Material Resource Management (3 cr)
 - NURS Improvement Science and Outcomes Management (3 cr)

The da Vinci Center

6 credits of

- INNO Business Principles for Product Innovation (3cr)
- INNO Integrative Design Studio (3cr)
- INNO Topics in Product Innovation (3cr)

<https://davincicenter.vcu.edu/>

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