Next Steps for Nursing Academic Progression

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Learning Outcomes

• Understanding of the current status of academic progression across the US
• Knowledge of successful models and lessons learned
• Recognition of the value of partnerships and roles necessary
• Identification of NEPIN’s strategic plan for the year ahead
What Has Already Been Done?

- 2010 *Future of Nursing* report
  - Advancing education transformation
  - Leveraging nursing leadership
  - Removing barriers to practice and care
  - Fostering interprofessional collaboration
  - Promoting diversity
  - Increasing workforce data
What Has Already Been Done?

- Expansion of BSN Programs
- RN to BSN Programs
- ADN/BSN Partnership Programs
What Has Already Been Done?

Progress toward 80% BSN goal

- 2009: 48.0%
- 2010: 49.0%
- 2011: 50.0%
- 2012: 51.0%
- 2013: 51.0%
- 2014: 51.0%
- 2015: 53.2%
What Has Already Been Done?

• APIN (Academic Progression in Nursing)
  • 9 States
  
  • RNs with BSNs entering practice historical high

• RN to BSN graduations increased 2 ½ times between 2010-2015

• RNs with BSN or higher increased from 49% to 53% between 2010-2015
What Has Already Been Done?

- APIN Findings
- Partnerships
- Data
- Inconsistencies
- Regulations
- Financial Aid
- Diversity
- Engagement
- Sustainability
What Has Already Been Done?

Articulation agreements between individual institutions address 
**nursing curriculum and pre-requisites.**
Common (though not universal) pre-existing structure widely recognized pre 2010

Articulation agreements between individual institutions address 
**nursing curriculum, pre-requisites, co-requisites and graduation requirements.**
Language or format may be standardized statewide or across a region.

Standardized articulation agreements or transfer agreements link 
**multiple institutions,** in some cases across large regions or statewide.

Overlapping admission or enrollment, with varying degrees of coordinated curriculum and supportive infrastructure.

**Most new academic progression pathways are some variation of this approach.**

Fully integrated curriculum and extensive supportive infrastructure.

Increasing strength of relationships and partnerships (academic/practice/governmental/regulatory/business)
Increasing sophistication of infrastructure (admissions, advising, financial aid)
What innovative strategies do you believe have been most successful in promoting education progression?
What Are We Doing Now?

PURPOSE
Advance nurses to higher degrees.

MISSION
Foster collaboration to ensure that nurses have access to higher levels of education and achievement.

VISION
A nursing workforce that optimizes health equity for all Americans.
What Are We Doing Now?

• Building on the momentum of APIN

• OADN and representatives of the National Forum of State Nursing Workforce Centers taking the lead with OADN-F serving as fiduciary

• National Program Director and Advisory Alliance

• Goals – 1 million incumbent nurses and 90% of new ADN graduates to the BSN or higher by 2025
What Are We Doing Now?

• Strategic Priorities
  – Serve as a national leader for key stakeholders to build alliances to assist with educational progression
  – Create a comprehensive national resource
  – Identify and disseminate consistent data collection and metrics
  – Create successful communication strategies to further educational progression
What Are We Doing Now?

- Academic Policies Impacting Nursing Education
  - Flexibility
  - Innovation in clinical experiences
  - Accreditation
  - Boards of Nursing
What Are We Doing Now?

• Clinical Policies Impacting the Nursing Workforce
  • Clinical education
  • Relationships with academic partners
  • Hiring practices
  • Accreditation
What should NEPIN be doing to assist organizations in addressing workforce needs?
What Could Be Different?

- Strengthened Academic Partnerships
  - Criteria-focused partnering
  - Buy vs. Build
  - ADN vs. BSN
  - Quadruple aim
What Could Be Different?

- **Strategic Workforce Development**

  **Quality**: Nationally Accredited Nursing Education programs

  *Evidence Point* - NCLEX pass rates, consistent, national standards of programmatic quality

  **Cost**: Affordability, ability to repay debt and future academic progression not delayed

  *Evidence Point* – Nursing grads with >$10,000 in college debt more likely to delay additional academic progression

  **Access**: Multiple learning options include ground-based, cohort-based, online, CBE.

  *Evidence Point* – Flexibility is a top 3 criteria for student academic choice, Choice and options are critical

  **Impact on Providers**: Flexibility of schools to schedule clinical and work with staff

  *Evidence Point* – inflexibility in clinical requests not consistent with a commitment to academic progression
What Could Be Different?

• Capacity of NEPIN
  • Additional funding partners needed
  • Over $266,000 raised to date
  • Much more needed

PLEASE CONSIDER CONTRIBUTING
What do you think is key to establishing a rich future of educational progression?
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