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

Colleagues in Caring begins, 1994

IOM report on the Future of Nursing released, 2010

Campaign addresses population-focused nursing and a Culture of Health, 2015

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Mission and What You Do

**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

- An aging and sicker population
- Lack of preventive care
- Primary care shortage
- Millions more insured
- High costs

Health | Care | System
U.S. Health Care Spending

Health and Social Spending

Notes: GDP refers to gross domestic product.
A New Era in Healthcare

Coordinated Care at Home and in Community

Improved Quality

Increased Access

Lower Costs

Better Population Health

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.
Areas of Focus

Education

Practice & Care

Leadership

Diversity

Interprofessional Collaboration

Data
Number of RN-to-BSN Graduates

- 2010: 22,531
- 2013: 40,213
- 2016: 60,842

Source: AACN
Progress: Removing Barriers

FUTURE OF NURSING™
Campaign for Action

Removing Barriers to Practice and Care
State progress in removing policy barriers to care by nurse practitioners

This map shows progress for nurse practitioners. For more detail about the practice environment for all types of APRNs, see the National Council of State Boards of Nursing map: https://www.ncsbn.org/3867.htm
Updated: May 21, 2018
Progress: Leadership

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

*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

Health Outcomes
- Length of Life (50%)
- Quality of Life (50%)

Health Factors
- Health Behaviors (30%)
  - Tobacco Use
  - Diet & Exercise
  - Alcohol & Drug Use
  - Sexual Activity
- Clinical Care (20%)
  - Access to Care
  - Quality of Care
- Social & Economic Factors (40%)
  - Education
  - Employment
  - Income
  - Family & Social Support
  - Community Safety
- Physical Environment (10%)
  - Air & Water Quality
  - Housing & Transit

Policies & Programs

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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.
Many Partners
Focus on Population Health

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
Leading Health Organizations

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

6 Portland health providers give $21.5M for homeless housing

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!
CAPABLE

- 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?
Workforce Centers

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
Workforce Centers

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
Changing the Questions

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
Changing Assumptions

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
Planning a Workforce for Health

Upstream, population health approach requires us to:

• Expand workforce planning efforts to include workers in a 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