

AARP Public Policy Institute

Expanding Nursing's Influence in 21st Century Health Care

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Objectives - In the context of the current era of health care reform and the recommendations of the IOM report:

1. Discuss current perceptions of nursing influence among high level stakeholders in health care.
2. Identify strategies to increase nursing's influence in expanding access and assuring high value health care.
3. Describe processes to ensure that more nurse leaders are placed in key strategic positions.
4. Identify roles for nurses in the new care delivery systems that are a result of health care reform.
5. Discuss related recommendations from the recent IOM report on the Future of Nursing.

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Americans Agree Nurses Critical to Successful Health Care Reform

- > Nearly nine out of 10 Americans (87%) say that when Congress and the president write health reform laws, it is important for them to address the current shortage of nurses and nursing faculty. Nearly two-thirds (65%) say that it is extremely or very important.
- > In the same vein, 88% agree - and 56% strongly agree - that making sure there are enough nurses to monitor patient conditions, coordinate care and educate patients should be a part of the effort to improve the quality of health care. Agreement is strong regardless of region, sex/age, party affiliation, voter type, income or race.
- > Americans clearly perceive the value of nurses. In all, 87% agree - 55% strongly - that nurses can play an important role in reducing health care costs in the areas of patient safety, preventing medical errors, care coordination and providing primary and preventive care.

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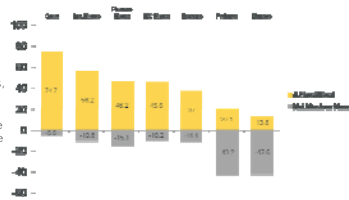
Recent Gallup Poll

- > Confirms that major healthcare stakeholders believe that nursing leadership and influence are important.
- > But the prevailing view is that nurses currently have limited influence .
- > We have work to do in developing nursing leadership so that the profession's enduring values influence the delivery of health care in the 21st century, as described by Ed O'Neil.

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Who Will Influence Health Reform in the United States in the Next 5-10 Years

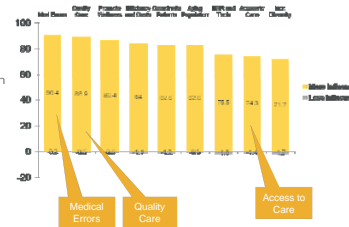
Question Wording: Thinking about the next five to ten years, how much influence do you think each of the following professions or groups of people will have in health reform in the United States?



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Nurses Should Have More Influence in Planning, Developing Policy, and Management

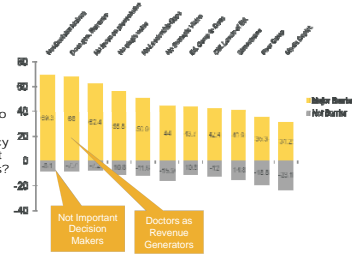
Question Wording: Would you like nurses to have more influence, about the same influence, or less influence than they do now in planning, developing policy, and management of the following health systems and services?



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Barriers Preventing Nurses from Contributing to Leadership

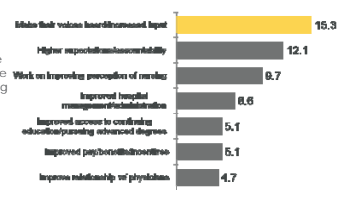
Question Wording: Please tell me if you think each of the following is a major barrier, a minor barrier, or not a barrier to nurses' ability to contribute to improvements in planning policy development, and management of health systems and services?



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How Nurses Can Take on More Leadership

Question Wording: What, if anything, do you think could be done to ensure that nurses take on more leadership in improving health status and delivering healthcare services in the United States today? (Open-end question: Percent shown)



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The Future of Nursing: Leading Change, Advancing Health

A blueprint to:

- Ensure that nurses can practice to full extent of their education and training
- Improve nursing education
- Provide opportunities for nurses to assume leadership positions and to serve as full partners in health care redesign and improvement efforts
- Improve data collection for workforce planning and policy-making

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Four Key Messages

#1) Nurses should be able to practice to full extent of their education and training

- Need to remove scope-of-practice restrictions for APRNs
- Need nurse residency program to better manage transition from school to practice

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Four Key Messages

#2) Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression

- More BSN (and higher) prepared nurses
- ADN-to-BSN and ADN-to-MSN programs
- Increase student diversity to create workforce prepared to meet demands of increasingly diverse patient population

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Four Key Messages

#3) Nurses should be full partners with physicians and others in redesigning U.S. health care

- Foster leadership skills and competencies
- Nurses must see policy as something they shape

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Four Key Messages

#4) Effective workforce planning and policy-making require better data collection and an information infrastructure

- Need balance of skills and perspectives among physicians, nurses and others
- Need more specific workforce data collection both within and across professions

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The Recommendations

- 1) Remove scope-of-practice barriers
- 2) Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- 3) Implement nurse residency programs
- 4) Increase proportion of nurses with BSN degree to 80% by 2020

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The Recommendations

- 5) Double the number of nurses with a doctorate by 2020
- 6) Ensure that nurses engage in lifelong learning
- 7) Prepare and enable nurses to lead change to advance health
- 8) Build an infrastructure to collect and analyze health care workforce data

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Recommendation #2

Expand opportunities for nurses to lead and diffuse collaborative improvement efforts

Funders, health care organizations, nursing education programs and nursing associations should offer nurses chance to lead and manage collaborative efforts with physicians and others

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#2) Expand Opportunities for Nurses to Lead

Center for Medicare and Medicaid Innovation:

- Support development and evaluation of payment models and care delivery that use nurses in an expanded and leadership capacity to improve health outcomes and reduce costs
- Performance measures should be developed and implemented expeditiously where best practices are evident to reflect nurses' contributions and ensure better-quality care

Private and Public Funders:

- Collaborate, and when possible, pool funds to advance research on care models and innovative solutions, including technology, that will enable nurses to contribute to improved health and health care

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#2) Expand Opportunities for Nurses to Lead

Health Care Organizations

- Support and help nurses lead in developing and adopting innovative, patient-centered care models
- Engage nurses and other front-line staff to work with developers and manufacturers in design, development, purchase, implementation and evaluation of medical and health devices and health IT products

Nursing Education Programs and Associations

- Provide entrepreneurial professional development that enable nurses to initiate programs and businesses that contribute to improved health and health care

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Recommendation #7

Prepare and enable nurses to lead change to advance health

Nurses, nursing education programs and nursing associations should prepare nursing workforce to assume leadership positions across all levels

Public, private and governmental health care decision-makers should ensure that leadership positions are available to and filled by nurses

#7) Prepare and Enable Nurses to Lead Change to Advance Health

Nurses

- Take responsibility for personal and professional growth by continuing their education and seeking opportunities to develop and exercise leadership skills

Nursing Associations

- Provide leadership development, mentoring programs and opportunities to lead for members

#7) Prepare and Enable Nurses to Lead Change to Advance Health

Nursing Education Programs

- Integrate leadership theory and business practices across curriculum, including clinical practice

Public, Private and Governmental Health Care Decision-makers

- Include representation from nursing on boards, executive management teams and in other key leadership positions

Possible strategies for promoting nursing leadership

- > Redesign nursing curricula to strengthen leadership content. This could be done more efficiently and effectively if national core competencies for nursing leadership at various levels of nursing education were established and implemented.
- > Changes in education accreditation requirements.
- > Changes in licensure renewal requirements that assess maintenance of leadership competencies.

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- > Incentives from Joint Commission, CMS and other health care oversight and accrediting agencies to increase the numbers of nurses in leadership positions.
- > Increase awareness of training and mentoring resources opportunities for nurses aspiring to pursue high level decision-making opportunities (e.g., CCNA web-based repository).
- > Development of succession planning strategies and tools for current and future nurse leaders in high-level decision-making roles

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- > The Center for Medicare and Medicaid Innovation supports the development and evaluation of models of payment and care delivery that use nurses in an expanded way and leadership capacity to improve health outcomes and reduce costs.
- > Private and public funders advance research on models of care and innovative solutions, including technology, that will enable nurses to contribute to improved health and health care.
- > Health care organizations double their funding and other support (such as release time) for nurses who lead the development of patient centered care models.

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Subcomponents Affected by Health Policy



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Major Goals of Healthcare Reform

- > **Coverage & Insurance Market Reform**
 - > Make insurance more accessible and affordable for all individuals
- > **Delivery & Payment System Reform**
 - > Pay for quality instead of volume of care
- > **Financing Strategies for Health Reform**
 - > Find sustainable funding to pay for reform provisions

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What's in the Patient Protection and Affordability Care Act (PPACA)?

- > **Coverage expanded to 32million currently uninsured Americans**
- > **Insurers can no longer deny coverage to those with pre-existing conditions**
- > **Patients no longer face lifetime caps or threat of cancellation**
- > **Young people can stay on parents' policies until age 26**
- > **More competition in insurance marketplace**

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What's in the law (PPACA) ?

- > Tax credits for small businesses to purchase coverage
- > Greater transparency and accountability for insurance companies
- > Subsidies for low-income individuals and families to purchase coverage
- > Streamlined insurance claims processing

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What's in the PPACA law?

- > Closes Medicare Part D coverage gap
- > Support for clinical comparative effectiveness research
- > Promotes prevention and wellness initiatives
- > Provides funding to test medical liability reforms

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Nursing Specific Provisions in PPACA

1. Increases funding for nursing education
2. Expands existing programs:
 - Nurse-Family Partnership home visiting program
 - School-based health clinics
 - Nurse-managed clinics
 - National Health Service Corps
3. New demo projects:
 - Independence at Home
 - Community Care Transitions
 - Medicare GNE
 - Family Nurse Practitioner Residency Training

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> **Still have a paucity of nurses in key policy-making roles**

> **Numerous opportunities emerging from Health Reform, such as:**

- **Workforce Commission**
- **Key National Indicators Commission**
- **Patient Centered Outcomes Research Institute**
- **Prevention & Wellness Advisory Board**

> **Look at the State level for new opportunities stemming from health reform**

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Nursing Workforce Development in the 21st Century

> Community Health and Public Health

> Primary Care and Chronic Disease Management

> Care Coordination

> Transitional Care

> Support for family caregivers

> End of life care that is markedly different from the 20th century

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Center to Champion Nursing in America

Aligning with consumers and other stakeholders to assure that all Americans have access to highly skilled nurses when and where they need them.

Addressing access issues of healthcare reform and providing consumers with a choice of providers.



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