Public Health Grand Rounds
National Nursing Workforce Shortage: What is the Future for Public Health?

My Objectives
1. Discuss health care system’s needs
2. Share my 8 goals for creating a 21st century workforce
3. Explain how nurses can help

Creating a 21st Century Nurse Workforce: What will it take?
University of Michigan Grand Rounds

Susan Hassmiller, R.N., Ph.D., F.A.A.N.

Initiative on the Future of Nursing

Unprecedented partnership
October release date

Initiative on the Future of Nursing

National forums:
- acute care
- community care
- nursing education

Media outreach
National forum in Houston

Initiative on the Future of Nursing

Health System’s Needs

Aging, sicker population:
- 85 and older fastest growing segment*
- 30% of Americans have 2 or more chronic conditions**
- 85% of nation’s health care dollars treat chronic conditions**
- 5% of beneficiaries who die each year take up 30% of Medicare budget***

**Anderson, Gerard. “Chronic Care: Making the Case for Ongoing Care” RWJF Chartbook, February 2010.
Health System’s Needs

We’re plagued by:
- health care disparities
- high infant mortality rate (ranked 37th)*
- lagging life expectancy (ranked 31st)*
- primary care shortage
- unacceptable medical errors


Creating a 21st Century Health System

Our health system will need:
- prevention
- chronic care management
- care coordination
- end-of-life care

Perfect role for public health and community nurses

Goal #1: Develop Nurse-Led Innovations

New models of care:
- expand access
- improve quality
- reduce costs
- enhance value

Nurse-Family Partnership

Nurses provide care and guidance to low-income mothers during pregnancy and early stages of child’s life:
- better prenatal health outcomes
- fewer childhood injuries
- improved school readiness

Nurse-Family Partnership Results*

- 23% reduction in subsequent pregnancies 2 years after child’s birth
- 79% reduction in preterm deliveries among women who smoked
- 48% less child abuse and neglect
- 67% reduction in behavioral and intellectual problems at child age 6
- 59% reduction in arrests at child age 15


Family-Nurse Partnership Results (cont.)*

- 61% fewer arrests of mothers 15 years after child’s birth
- 46% increase in father presence in the household
- 20% reduction in welfare use

Nurse-Led Innovations

AAN has designated Nurse-Family Partnership an: 

**Edge Runner**

Go to: [http://www.aannet.org](http://www.aannet.org) for more examples

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Goal #2: Engage in Research

- **Build evidence base:**
  - collect data and evaluate outcomes
  - publish
  - show link between nursing and high-quality patient outcomes
  - invest in faculty who will conduct the research needed for new solutions

Goal #3: Redesign Education

- **Make curriculum relevant and current**
- **Teach students to think, make critical judgments, create solutions**

"Today’s nurses are undereducated for demands of practice”

-- Carnegie Foundation report*


Goal #3: Redesign Education

**Curriculum must teach students to:**

- prevent disease
- coordinate and manage chronic illness
- offer solutions for and use new technologies
- provide palliative and end-of-life care
- work in every setting

Goal #3: Redesign Education

**Academic/service partnerships**

**Residency program for nurses:**

- on-the-job learning and clinical prep
- safer patient care

**Lifelong learning:**

- remain competent in practice area
- keep pace with new technology

Goal #4: Diversify Our Workforce

**Projected U.S. Racial and Ethnic Diversity:**

<table>
<thead>
<tr>
<th>Year</th>
<th>2008</th>
<th>2050</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of racial/ethnic groups in U.S. population*</td>
<td>Approximately 33%</td>
<td>Approximately 54%</td>
</tr>
</tbody>
</table>

**Under-Represented Minorities in Nursing School:**

<table>
<thead>
<tr>
<th>School**</th>
<th>Percentage of racial/ethnic under-represented minority students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing (BSN)</td>
<td>18.4%</td>
</tr>
</tbody>
</table>

*U.S. Census Bureau, 2008.
**American Association of Colleges of Nursing, 2009.
Goal #5: Embrace Technology
- Medical devices
- E-records
- Virtual patient visits
- Simulation labs
- Online classes
- Social media

Nurses need more input into technology decisions!

Goal #6: Foster Inter-professional Collaboration
- Health students (nursing, medical, others)
- Classes
- Clinicals
- To foster collaboration during their education
- To foster collaboration later in their careers
- Improve patient-centered care

Goal #7: Develop Leadership at Every Level
- Mentor
- Speak up to improve patient care
- Serve on a board
- Run for public office
- Know your area of expertise
- Develop your skill set

Volunteer
“Service is the rent we pay for living on the earth”
-- Marian Wright Edelman

Goal #8: Be At the Table
- Join boards
- Enter policy debates

Nurses hold about 2% of all board positions

WE LACK INFLUENCE

8 Goals to Create a 21st Century Nursing Workforce:
1. Develop nurse-led innovations
2. Generate evidence
3. Redesign education
4. Diversify our workforce
5. Embrace technology
6. Foster inter-professional collaboration
7. Develop leadership at every level
8. Be at the table
### Patient Protection & Affordable Care Act

**Nursing Provisions**
- Increases funding for nursing education
- Expands existing programs:
  - Home visiting programs
  - School-based health clinics
  - Nurse-managed clinics
  - National Health Service Corps

### Patient Protection & Affordable Care Act (cont.)

- New demo projects:
  - Independence at Home
  - Community Care Transitions
  - Accountable Care Organizations
  - Medicare GNE
  - Family Nurse Practitioner Training
- Health Care Workforce Commission

### Call to Action

- Health reform law offers perfect opportunity
- Develop solutions and implement them
- Let's make our voices heard!

### Creating a 21st Century Workforce

"Be the change you want to see."
--- Gandhi

### IFN Resources

- Visit us on the Web at: [www.thefutureofnursing.org](http://www.thefutureofnursing.org)
- Follow us on twitter at: [www.twitter.com/futureofnursing](http://www.twitter.com/futureofnursing)
- Leave a comment on the Initiative blog at: [www.blog.thefutureofnursing.org](http://www.blog.thefutureofnursing.org)
- Join us on Facebook at: [http://facebook.com/futureofnursing](http://facebook.com/futureofnursing)