



The Future of Nursing: Implications for Professional Organizations and Certifiers

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The Future of Nursing

- Imperatives for quality and safety
- Unprecedented times in health care delivery, practice, education, and regulation
- Transformation, crisis, and opportunity
- Significant moment - a limited window of time
 - Victims or drivers of change

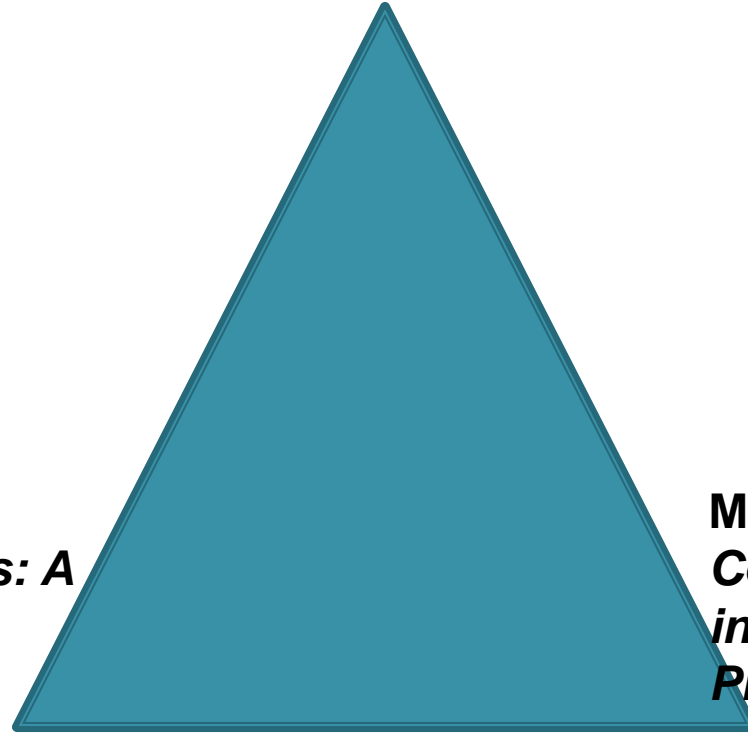
Changing Landscape

- IOM *Health Professions Education: A Bridge to Quality* (2003)
- Carnegie Report *Educating Nurses: A Call for Radical Transformation* (2009)
- Macy/IOM *Redesigning Continuing Education in the Health Professions* (2010)
- RWJF/IOM *Future of Nursing: Leading Change, Advancing Health* (2010)

The Future of Nursing: Leading Change, Advancing Health (2010)

***Carnegie Report
Educating Nurses: A
Call for Radical
Transformation
(2009)***

***Macy/IOM Redesigning
Continuing Education
in the Health
Professions (2010)***



Health Professions Education: A Bridge to Quality (2003)

Health Professions Education: A Bridge to Quality (2003)

- Institute of Medicine report
- Doctors, nurses, pharmacists and other health professionals are **not** being adequately prepared to provide the highest quality and safest medical care possible, and there is **insufficient assessment of their ongoing proficiency.**

Health Professions Education: A Bridge to Quality (2003)

- Educators and accreditation, licensing and ***certification organizations*** should ensure that students and working professionals develop and maintain proficiency in five core areas:
 - delivering patient-centered care,
 - working as part of interdisciplinary teams,
 - practicing evidence-based medicine,
 - focusing on quality improvement, and
 - using information technology.

Carnegie Report *Educating Nurses: A Call for Radical Transformation* (2009)

- More education is not enough; need higher quality of education radically different from current norms
- US programs **not** effective in teaching nursing science, natural sciences, social science, technology, and humanities
- Refocus from critical thinking to ***clinical reasoning***

Macy/IOM Redesigning Continuing Education in the Health Professions

(2010)

- Major flaws in ways CE conducted, financed, regulated, and evaluated
- CE science fragmented and underdeveloped
- CE should bring health professionals from various disciplines together
- A new comprehensive vision of professional development needed
- Establish a national interprofessional CE Institute to foster improvements in CE for health professionals
- **Focus on continuous life long learning**

Future of Nursing: Leading Change, Advancing Health (2010)

- Partnership between RWJF and IOM
- First IOM study focused only on nursing
- Interdisciplinary committee members
- Report based on evidence rather than consensus.
- Different format to recommendations
- Detail plan for dissemination and engagement

Opportunity & Vision

- U.S. has **opportunity** to transform its HC system to provide higher quality, safer, more affordable, and more accessible care.
- **Vision:** a future system that makes quality care accessible to the diverse populations of the U.S., intentionally promotes wellness and disease prevention, reliably improve health outcomes, and provide compassionate care across the life span.

Major Recommendations

1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through an improved educational system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the U.S.
4. Effective workforce planning and policy making require better data collection and an improved information infrastructures.

Approach to Recommendations

To achieve each goal, the committee recommended actions to multiple stakeholders:

- Congress
- State legislatures
- Centers for Medicare and Medicaid Services
- Office of Personnel Management
- Federal Trade Commission and the Antitrust Division of the Department of Justice

Major Recommendations #1

Nurses should practice to the full extent of their education and training.

- Scope of practice issues
 - Support through affiliation with ABNS and other professional organizations
- Residencies for transition from school to work
 - Support and facilitate across continuum not just acute care

Major Recommendations #1

- Create model of transition from school to work including transition into subspecialty neuroscience practice.
 - Competency based
- Prepare and disseminate a position paper that includes transition into subspecialty neuroscience practice.

Major Recommendations #2

Nurses should achieve higher levels of education and training through an improved educational system that promotes seamless academic progression.

- Education of neuroscience nurses through a variety of educational programs (degree and non-degree programs/institutes/fellowships)
- *Develop comprehensive set of clinical performance competencies (p. 14).*
- Review and revise Neuroscience Scope and Standards

Major Recommendations #2

- Foster a culture of lifelong learning.
- Use a variety of traditional and innovative methodologies for education (on-line, face-to-face, etc.)
- Support interdisciplinary neuroscience education.
- Diffusion of successful best practices
- Adoption of innovative patient care models
- Entrepreneurial professional development education that will enable nurses to initiative programs and businesses that will contribute to improved health and health care
- Opportunity for new products from AANN.

Major Recommendations #3

Nurses should be *full partners*, with physicians and other health professionals, in redesigning health care in the U.S.

- *Nursing organizations should provide leadership development, mentorship programs, and opportunities to lead for all of its members (p. 14)*
- Nurses lack general and specific leadership competencies
- **Leadership** from bedside to boardroom. **What will it take?????**

Major Recommendations #3

- Create leadership programs for a variety of levels so that nurses will have the competencies to lead in implementing changes in quality, access, and value of health care.
- Create leadership and mentorship programs.
- Assist neuroscience nurses in mapping their professional development and careers
- Facilitate fellowship programs with health agencies
 - Johnson & Johnson
 - CDC
 - CNOs

Major Recommendations #4

Effective workforce planning and policy making require better data collection and an improved information infrastructures.

- Investment in information systems and technology
- Data collection and data mining
- Partnerships and coalitions at national level
- Engaging membership
- Political action
- Understanding impact on health policy at board and membership level

Major Recommendations #4

- Review of organizational strategic plan in light of these major reports
- Engage is discussion with a variety of stakeholders
- Monitor health policy issues

Other Recommendations for ABNN and AANN

- White paper(s) from ABNN/AANN on Future of Nursing report
 - Could be a series of articles on each major recommendation in the Journal
 - Could be a series of articles impact on the profession, specialty practice, education, research, certification, health care reform
 - Suggest position paper on impact/relevance of reports to certifying bodies to ABNS
- Include a session on “progress made” in achieving recommendations at next year’s annual conference.

Other Recommendations for ABNN and AANN

- Systematic reviews on topics of interest related to certification and dissemination
- Agenda item at ABNN meetings to discuss further implications for ABNN and certification
- Partnerships with other AANN entities to ensure thoughtful change and leadership

Closing Thoughts

- Great opportunities that is time limited
- Need for innovative thinking and engagement is now
- Review, discuss, and assess impact of recommendations needed
- Once window of opportunity closes, cannot be recaptured
- The key is **leadership**...nurses must be prepared as leaders at all levels to achieve the best for patients and the profession.