

California Nursing Workforce Update

A Note from Our Executive Director

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Summer has arrived, with its own quirky sense of humor, it seems. As I write, it is 106 degrees here in the San Joaquin Valley, and this follows a 108 degree day yesterday. I am also reminded that the "hot" part of the summer is yet to come ... so, for those residents of California who don't have the luxury of working/living in air-conditioned comfort, we need to be especially mindful of ensuring their personal safety. The Mayo Clinic advises the following precautions to avoid heatstroke:

- ◇ Wear loose fitting, lightweight clothing
- ◇ Protect against sunburn
- ◇ Drink plenty of fluids

- ◇ Be extra careful with medications affecting the body's ability to stay hydrated and dissipate heat
- ◇ Never leave anyone in a parked car
- ◇ Avoid strenuous activity during the hottest part of the day
- ◇ Let your body acclimate gradually to heat

Please take just a moment to reflect if anyone comes to mind who might benefit from knowing these preventative strategies.

Here at the Institute we continue to be busy with project work, as you will read later in this newsletter. We are so appreciative of all the partners in this work across the state – both those involved in the

program work directly, and those who provide the critical funding allowing us to move forward. I am often reminded when I'm talking with colleagues throughout the country that not all states are fortunate enough to have a robust nursing workforce center producing innovative solutions for anticipated changes coming in the future. California is a leader in this area and that's because of all of you. Thank you for being partners in the work – it wouldn't happen without you!



Seismic Shift in Nursing Roles

On May 4th, with support from Kaiser Permanente, a state-wide meeting was held to discuss the massive shifts anticipated to occur in nurses' roles as health care is transformed in our country. The California Institute for Nursing and Health Care (CINHC) convened leaders from academia, employers, policy makers, and consumers to focus on the potential contributions nurses can make as health care transitions from a focus on providing care to one of managing health.

Participants heard presentations from leaders such as Peter Buerhaus, PhD, RN, FAAN (Director, Center for Interdisciplinary Health

Workforce Studies, Vanderbilt University School of Nursing), Marilyn Chow, PhD, RN, FAAN, (VP, National Patient Care Services & Innovation, Kaiser Permanente), Susan C. Reinhard, PhD, RN, FAAN, (SVP & Director, Public Policy Institute, AARP; Chief Strategist, Center to Champion Nursing in America), Joanne Spetz, PhD, (Professor, Institute for Health Policy Studies & School of Nursing, UCSF; Director, UCSF Health Workforce Research), and Michael J. Witte, MD, (Founder, Point Reyes Medical Clinic; Medical Director, Coastal Health Alliance). These presentations were instrumental in providing

background information for small group brainstorming sessions in six focus areas:

- Care Coordination Role & Competencies
- Interfacing Technology with Clinical Practice
- RNs in Primary Care (jointly sponsored with the American Academy of Nursing)
- Moving Clinical Education into Communities
- Interprofessional Education
- Interprofessional Teams in Practice

The discussion throughout

the day was lively and broad reaching, as participants considered new strategies to increase nurses' capacity and effectiveness in partnering with consumers to manage health successfully. Proceedings from the discussion are being used to inform a broader project, also being led by CINHC, to update the California Nursing Education Plan. That plan, which will be completed early next year, provides a framework to ensure that California continues to graduate enough nurses to meet community needs, and that they are equipped with the skills, knowledge, and attitudes required for the future. *Submitted by Judee Berg, RN, MS, FACHE*

Education of California's Nursing Workforce Reaches New Level:

61.5% of RNs Hold a BSN or Higher Degree, an 8.5% Increase since 2012

California's journey to advance nursing education has been a priority, with focused attention following the 2010 IOM Report on the Future of Nursing, which recommended 80% of the nursing workforce have a BSN or higher degree in nursing by 2020. The magnitude of recent progress is the result of partnerships and aligned planning across academic institutions and employers, as the value of higher education is also recognized by nursing students and nurses in practice as a priority for career advancement.

With 53.2% of nurses in California reporting a BSN or higher degree in 2012, initiatives to advance education have required innovative strategies to streamline academic progression. New partnerships between community colleges and universities allow ADN students to be dually enrolled in seamless education pathways. Dual enrollment supports an early start in university BSN courses, with completion of the BSN degree within one year following attainment of the ADN. These strategies are aligned with employer expectations: 80.5% of them prefer or require RNs to have a BSN upon hire. Employer support for nurses to obtain higher education and emerging new roles have also contributed to increased enrollment of experienced nurses hoping to further their education in post-licensure RN to BSN programs, MSN, and doctoral programs.

Highest Level of Nursing Education by Working RNs in CA

Type of Degree	2012	2014
Diploma	7.0%	5.4%
ADN	39.8%	33.2%
BSN	42.3%	44.9%
Masters or Doctorate	10.9%	16.6%
BSN + MSN + Doctorate	53.2%	61.5%

This finding was part of the *Survey of Registered Nurses (2014)*, conducted biannually for the Board of Registered Nursing by the University of California San Francisco, which is designed to describe the population of registered nurses (RNs) licensed in California and to examine changes in this population over time. A report of California's nursing workforce progress was recently presented to the Board of Registered Nursing by Joanne Spetz, PhD, Professor, Phillip R. Lee Institute for Health Policy Studies and Associate Director of Research Strategy at the Center for the Health Professions, UCSF. The full report will be publicly posted on the BRN website soon under the "forms/publications" tab at www.rn.ca.gov.

Further highlights from the Survey of Registered Nurses workforce study include:

- 83.4% of licensed RNs are actively working in nursing
- Average age is 46.7 years with 88.2% female and 11.8% male

- Diversity is slowly increasing, with 51.6% white (lowest in history of survey)
- Primary work settings are hospital 66.8%, skilled nursing 8.5%, ambulatory care 5.4%
- Average income of \$93,911 across all job types continues to rise
- Highest job satisfaction ratings reported to be interactions with patients, nursing profession overall, and feeling that work is meaningful
- 16% of the workforce is planning to retire in 5 years, the highest share historically reported

While California's nursing workforce is better positioned today to provide the health care needed for tomorrow, the pace of change in nursing education and practice remains a strategic priority to optimize health.

Submitted by Carolyn Orlowski, RN, MSN

U.S. Nurses Encouraged to Contribute to National Workforce Research

Chicago – Approximately 260,000 nurses in the U.S. will receive a survey from National Council of State Boards of Nursing (NCSBN®) and The National Forum of State Nursing Workforce Centers in the month of July. All nurses who receive the survey are strongly encouraged to respond as quickly and completely as possible to enable NCSBN and The National Forum to construct an accurate description of the current nursing workforce.

The 2015 survey targets both registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs). Selected nurses were drawn as a nationally-representative sample of the more than 4.5 million RNs and LPN/VNs currently licensed in the U.S.

Nurses who receive the survey will be able to respond via return mail or a survey website. The aggregated responses will comprise the national nursing workforce dataset, which will be analyzed by

NCSBN and The National Forum researchers. Results will be published in the April 2016 edition of the “Journal of Nursing Regulation.”

This study is the only national-level survey in the U.S. specifically focused on the nursing workforce. Survey respondents have a unique opportunity to contribute information that is critical to a comprehensive understanding of the supply of nurses in the country. Accurate data on the nursing workforce is vital to predicting potential shortages and assisting in the allocation of resources, program development and recruitment efforts in the health care and education sectors.

Results of the 2015 survey will be especially valuable in light of expanding demand for nursing services, including primary care for the millions of newly insured under the Affordable Care Act, the growing population of aging Americans, and the advance of technologies

that provide virtual access to health care providers.

About NCSBN

Founded March 15, 1978, as an independent not-for-profit organization, NCSBN was created to lessen the burdens of state governments and bring together boards of nursing (BONs) to act and counsel together on matters of common interest. NCSBN’s membership is comprised of the BONs in the 50 states, the District of Columbia, and four U.S. territories — American Samoa, Guam, Northern Mariana Islands and the Virgin Islands. There are also 21 associate members that are either nursing regulatory bodies or empowered regulatory authorities from other countries or territories.

NCSBN Member Boards protect the public by ensuring that safe and competent nursing care is provided by licensed nurses. These BONs regulate more than 4.5 million licensed nurses.

Mission: NCSBN provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.

About The National Forum of State Nursing Workforce Centers

The National Forum of State Nursing Workforce Centers is a national group of nurse workforce entities that focus on addressing the nursing shortage within each state and contribute to the national effort to assure an adequate supply of qualified nurses to meet the health needs of the U.S. population. The National Forum supports the advancement of new as well as existing nurse workforce initiatives and shares best practices in nursing workforce research, workforce planning, workforce development, and formulation of workforce policy. The Forum shares information in three major ways: through publications, via annual conferences, and by way of a virtual network located at <http://NursingWorkforceCenters.org>.

Planning Phase Underway - Updating the White Paper on Nursing Education Redesign

The statewide project to update the 2008 White Paper on Nursing Education Redesign is now in the early planning phase. Supported with grant funding from the Gordon and Betty Moore Foundation, the project aims to identify innovative strategies for change and new priorities for action, positioning the future nursing workforce to advance health.

Seven themes are emerging, each with an Action

Team focused on developing plans in these areas: Academic Service Partnerships, Emerging Roles in Nursing, Advancing Education-Academic Progression, Faculty Recruitment and Development, Clinical Simulation, Transition and Residency Programs, and Inter-professional Education.

Six regional meetings around the state were conducted to provide information about the purpose and intent of the project.

These sessions involved leaders from diverse groups - nurses, other health professionals, policy makers, public and community health representatives, business stakeholders, insurers, health systems, students and consumers in providing direct input in developing and refining strategic priorities to be addressed.

Participants in the meetings provided valuable perspectives related to emerging

priorities while encouraging new dialogue and prompting future thinking in the identification of bold steps needed to support innovation and success.

Those interested in learning more about the project may contact Carolyn Orlowski, Project Director at Carolyn@cinhc.org.

Submitted by Carolyn Orlowski, RN, MSN

California Simulation Alliance (CSA)

The California Simulation Alliance (CSA) currently has fifteen experienced faculty members that teach simulation courses. Of the fifteen, eight are certified as simulation healthcare educators (CHSE). In June, our lead faculty member, Marjorie Miller, MA, RN, CHSE, taught an Advanced Debriefing course in Southern California at Little Company of Mary Medical Center's Simulation Lab. The course was well received by the participants (who

came from all over California) and they all were able to hone their debriefing skills in the hands-on workshop.

For further information regarding the CSA courses (which are preparatory for the CHSE exam), see our website at: www.californiasimulationalliance.org or contact the Director of the CSA, Dr. KT Waxman at kt@cinhc.org.



Marjorie Miller in action!

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Contribute to CINHC

"CINHC's vision has been a driving force behind the investments that the state, nursing schools, hospitals and foundations have made in nursing education."

CINHC depends upon contributions from financial partners to fund its operating costs. Program costs have generally been funded by grants. Over the last nine years, CINHC has leveraged \$1.8 million in donations from our financial partners into over \$18 million in grant funds that have helped

build nursing capacity in communities throughout the state.

Your general financial support helps sustain programs, such as the collaborative model's seamless progression from associate degree level nursing to baccalaureate degree, the transition to practice

program for new graduates, simulation alliance, diversity, and the California Action Coalition, which is the entity charged with implementing the Institute of Medicine (IOM) recommendations on the Future of Nursing in California.

Donate now by going to www.cinhc.org!

For more information on CINHC's programs:

EDUCATION

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DIVERSITY
***The California Campaign for
Men in Nursing***
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We're on the web!
www.cinhc.org

The California Institute for Nursing and Healthcare was established as an independent 501(c)(3) organization in 2001 to develop solutions to the nursing shortage and address nursing issues that transform the capacity of nurses to meet the evolving health care needs of Californians.

Our Mission

To enhance the well-being of Californians through innovation, interprofessional leadership, and nursing excellence.

Our Vision

Transforming nursing to advance the health of Californians.

Our Value Statement

Authentic leaders committed to inclusivity, collaboration, and stewardship.

For more information about the organization contact Bob Patterson, MSN, RN, Administrative Director/Editor at Bob@cinhc.org.