

HealthImpact Newsletter

Volume 4, Issue 2



(Formerly the California Institute for Nursing and
Health Care - CINHC)

*Our mission: to enhance the well-being of Californians through innovation,
interprofessional leadership, and nursing excellence*



The grounds are greening up at the Oakland office in historic Preservation Park.

Nursing News & Updates

Greetings!

- [New Report on the Value of Nursing](#)
- [Recorded Webinars Available Now](#)
- [Progress on the Future of Nursing Campaign](#)
- [Survey of New RN Graduates](#)
- [Examining the Specialty RN Shortage](#)
- [Call for Proposals](#)

HealthImpact keeps nurses informed and involved as we re-envision ways teams can partner with consumers to improve their health during this period of massive transformation in healthcare. We identify trends and create programs that connect nurses to evolving health practices as part of interprofessional teams - ensuring a better future for all. We continue working with our partners to advance innovative and practical solutions.

New Report on the Value of Nursing

Last fall, work began on a "Value of Nursing" initiative, after it became clear during regional discussions related to the California Nursing Education Plan that nursing's contributions to health needed to be clear, easily understood, and measurable. With that goal in mind, a workgroup was formed under the leadership of BJ Bartleson, MS, RN, NEA-BC, Vice President, Nursing and Clinical Services, California Hospital Association, and Stephanie Decker, National Nursing Policy Consultant, National Patient Care Services, Kaiser Permanente, and with the sponsorship of *HealthImpact*. Funding support was provided by Kaiser Permanente, California Hospital Association and *HealthImpact*. The workgroup included nurses from throughout the state, and eventually included nurses from other states, as well.



Value of Nursing Project: Phase I

Funding Provided by

HealthImpact
California Hospital Association
Kaiser Permanente

Prepared by

Annette Greenwood, RN

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A rapid cycle process was employed to accomplish the first phase of the initiative, which was carried out under the project supervision of Annette Greenwood, RN. This rapid process allowed phase one of the initiative to be completed in four months, while also framing the work for subsequent phases. Phase one included three subcomponents:

- Talking points
- An interprofessional scope of practice crosswalk
- A return on investment tool

Work has already begun on phase two, which includes building out the crosswalk with additional interprofessional team workers. If you are interested in being part of the next phase of this project, please contact the *HealthImpact* office. It is anticipated this initiative will be valuable to nurse leaders across the continuum of care, as new models of healthcare delivery are developed and it becomes more and more critical to demonstrate the unique value nurses contribute to health outcomes.

[READ THE FULL REPORT](#)

Visit Our Website

Recorded Webinars Available Now!

HealthImpact is pleased to present three webinars on the following important topics:

- Diversity, Equity & Inclusion - Kupiri Ackerman-Barger, PhD, RN
- Value of Nursing - John Welton, PhD, RN, FAAN
- Social Determinants of Health - Julie Willems Van Dijk, PhD, RN

[FOR FURTHER INFO & TO LISTEN](#)



HealthImpact board member Linda Burnes Bolton, Program Director KT Waxman and Executive Director Judee Berg with CA colleagues at AONE 2016 in Fort Worth at a breakfast featuring Leeza Gibbons.

Progress on the Future of Nursing Campaign

The Institute of Medicine has released a report on the 5-year progress of the Future of Nursing: Leading Change, Advancing Health Campaign. The report highlights the Action Coalition's implementation efforts and recommendations for the work going forward.

[READ THE REPORT](#)

You might also be interested in this video the Robert Wood Johnson Foundation created to celebrate the work of the Action Coalitions!

[CAMPAIGN FOR ACTION CELEBRATES 5 YEARS](#)

Survey of New RN Graduates

The challenge of finding that first position has been an issue for newly licensed California RNs for the past five years -- but the employment landscape is showing marked improvement! In Fall 2010, a random sample of new nurses showed that 57% were employed; by contrast, in Fall 2015, 74.2% reported employment.

Examining the Specialty RN Shortage

Why are hospitals reporting difficulty finding experienced RNs for specialty positions? What can be done about it?

More than 30 nurses, HR professionals, and executives are addressing this issue, with HealthImpact's guidance. Teri Hollingsworth, VP, HR at the Hospital Association of Southern California, has engaged HealthImpact to lead a workgroup of hospital CNOs, a CEO, educators and HR, to identify root causes for the shortage and recommend regional solutions. Through a series of meetings over the past 4 months, the workgroup has prioritized the following root causes:

- Insufficient education specific to speciality roles, especially considering increasing acuity, complexity of care, quality and safety requirements
- Loss of experienced-level specialty RN workforce
- Resource challenges, including cost of recruitment and hiring bonuses
- Intensity of specialty work environment, resulting in burnout

The workgroup has identified strategies, creating a pathway from prelicensure education through experienced nurse to address the shortage. These strategies would be implemented in a regional way, as opposed to by each hospital individually:

- Prelicensure specialty immersion courses
- Transition Programs with specialty focus, for both new graduate and experienced RNs
- Care Coordination and Case Management courses for experienced RNs

HealthImpact will create talking points and a brief set of slides to be used by hospitals and schools in communicating work to date and goals to gain support within their organizations. Upon conclusion of this initial phase of strategy development, regional planning and implementation is intended to follow.



Elaine Goehner of Azusa Pacific University, Janet Wise of Mount Saint Mary's College, and Nikki West & Carolyn Orlowski of HealthImpact meet at April 6, 2016. (HASC photo)

Call for Proposals

The National Center for Interprofessional Practice and Education, in collaboration with the Robert Wood Johnson Foundation, The John A. Hartford Foundation, the Josiah Macy Jr. Foundation, and the Gordon and Betty Moore Foundation, is soliciting proposals designed to accelerate the development of creative, robust and sustainable interprofessional initiatives in which graduate nursing and one or more other professions actively learn and work together with individuals and their families in community-based clinical settings.

The goal of the initiative is for health and other professional schools, with a history of collaboration, to work together with a community partner and the individuals and families that it serves to develop innovative, creative and sustainable interprofessional clinical initiatives that accelerate their existing interprofessional education (IPE) and collaboration (IPC) work.

[MORE INFORMATION](#)



HealthImpact board members at the annual retreat in March 2016. Back, L to R, Efrain Garza Fuentes, Ruth Ann Terry, Ida Danzey, Debra Bakerjian, Marilyn Chow, Yolanda Partida, Ken Anderson, Mary Dee Hacker, Executive Assistant Laura Ford, and Tom Johnson. Front, Judee Berg, Terry Hill, and Linda Burnes Bolton.

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