



California Nursing Workforce news & updates

Volume 8 | Fall 2019 Issue

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Increasing Primary Care Capacity: Report Findings Released

In the face of a severe primary care workforce shortage, California's 430,000 registered nurses are uniquely positioned to help meet the growing



demand for lower-cost and more effective primary care. Based on findings from a survey and focus groups of educators, nurses, and employers, this report offers educational institutions evidenced-based recommendations to prepare RNs for the primary care of the future, with a particular focus on addressing the social determinants of health and caring for patients as part of interprofessional teams. It also includes recommendations for how primary care organizations can start to integrate and expand the role of nurses in their current practice.

[Read the Full Report](#)

[Supporting Documents](#)



With Appreciation and Congratulations

The HealthImpact team, members of the Board of Directors, friends and colleagues recently gathered together and congratulated Judith G. Berg, MS, RN, FACHE, on her retirement from HealthImpact. Judee was a founding member of the organization, first serving as the treasurer of the Board of Directors and for the last 7 years as the Chief Executive Officer. Judee's thoughtful guidance and dedication over the past 18 years are deeply appreciated and will be missed. We

send our best wishes for a well-deserved and wonderful retirement!

Update: Preparing RNs for Practice in Hospital Specialty Areas across Southern California

HealthImpact continues to work in partnership with the Hospital Association of Southern California (HASC) addressing the shortage of experienced specialty RNs by developing the specialty workforce needed through educational programs carried out through academic-practice collaboration. The need for perioperative RNs in particular is a high priority, with employers reporting a lack of qualified candidates to fill positions and facing increasing vacancies. [Continue reading...](#)



RESOURCES

Publication: [*Perioperative Specialty RN Training Pilot Project Final Report*](#)

Presentation: [*Connecting Regional Strategies to Local Program Design and Delivery: Perioperative Specialty Registered Nurse Training Pilot Project*](#)



NEW [Infographic]

So, in today's terms, what is a nurse?

Today's generation of nurses are making a big difference for patients, communities, and our national health care environment. Nurses focus on promoting, protecting, and optimizing the health and well-being of their patients through direct patient care, science, and health policy. They help alleviate suffering, facilitate healing by advocating for the needs and rights of individuals and communities.

Simply put, nurses are life-savers. There are more than 4 million registered nurses in the United States. Nurses are in every community providing expert care to improve and safeguard the public health of the U.S. population.

Check out and share our infographic on [The Impact and Importance of Nursing](#). To learn more, see the reverse for articles related to each topic area.

10,000 Nurses in 2020



TO DATE: November 19, 2019

6,868 nurses on boards counted

263 in the last 90 days

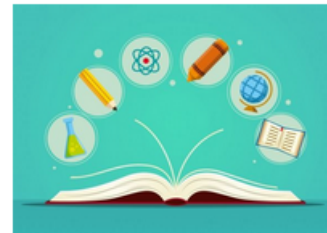
BE ONE, BRING ONE!

Register your board service and invite a nurse colleague to do so too.

Not sure how to get started? [Click here](#) for resources on how to become Board ready!

Is the NCLEX Measuring the Right Things?

Research shows that 50% of novice nurses are involved in nursing errors and that 65% of those errors were attributed to poor clinical decision-making. Further research shows that only 20% of employers are satisfied with the clinical decision-making skills of the novice nurse. [Find out how](#) the National Council of State Boards of Nursing (NCSBN) decided to tackle the concerns.



Preparing the Nurse for the Future

Garrett Chan, CEO of HealthImpact, opened a panel presentation on "**Preparing the Nurse for the Future: A Prelicensure Curriculum Redesign Pilot**," at the recent convening of the *Joint COADN/CACN Conference* in San Diego on October 2-4, 2019.

The discussion was a culmination of a year-long innovative project to transform nursing curriculum, address nontraditional clinical placements and work with a variety of community partners. [Read More](#)

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AAN's 2019 Conference

Transforming Health, Driving Policy



HealthImpact CEO Garrett Chan, Program Director Mary Dickow, and members of the Board of Directors Debra Bakerjian, Linda Burnes Bolton, and Mary Dee Hacker attended the 2019 American Academy of Nursing's Conference on October 24-26, 2019 in Washington DC. The conference centered on the theme *Our Social Responsibility to Health: Impact and Influence*, focusing on the innovation and commitment of nurses who have leveraged their voice to usher in change.



Left to right: Mary Dickow, Program Director, HealthImpact; Garrett Chan, CEO, HealthImpact; Debra Bakerjian, Clinical Professor, BIM School of Nursing, UC Davis; Linda Burnes Bolton, Chief Health Equity Officer, Cedars-Sinai; Mary Dee Hacker, Chief Nursing Officer Emerita, Children's Hospital Los Angeles

The opening keynote was delivered by the Honorable Lauren Underwood, a nurse in the U.S. House of Representatives. Congresswoman Underwood shared her stories connecting with constituents in the 14th District of Illinois and how, as a nurse, her message on healthcare resonates with them. Additionally, a number of international AAN Fellows shared their perspectives on opportunities for nurses around the world and the preparations underway for 2020, which has been recognized by the World Health Organization as the "Year of the Nurse and Midwife."

HIGHLIGHTS:

- 231 individuals from 38 states, the District of Columbia, as well as 17 countries were inducted as members of the 2019 class of Academy Fellows including 16 nurse leaders from California.
- The conference plenary panels, *Media Partnerships to Champion Health* and *Worldwide Health, Local Impact*, inspired discussion on how influence is defined and how real impact is made. The conference also had a focus on the social determinants of health and our roles in shaping policy and partnerships.
- Featured Policy Dialogues addressed high priority topics affecting the profession: the impact of provider burden on wellness, the future of technology and personalized health, and how to mitigate microaggressions that inhibit us from moving forward together.

Welcome Announcement



Karen A. Grimley, PhD, MBA, RN, FACHE

HealthImpact is proud to announce Karen Grimley's appointment to the HealthImpact Board of Directors. Dr. Grimley is a passionate, consummate nursing professional and healthcare executive with over 30 years of progressive clinical leadership experience including five years in consulting with international client engagements. Currently, Karen is the System Chief Nursing Executive for UCLA Health in Los Angeles, CA. She also serves as the Assistant Dean to the UCLA School of Nursing, a leading research university and among the top 20 nursing schools in the U.S. The board is pleased to benefit from Dr. Grimley's extensive experience in planning and development in the healthcare field.



Linda L. Zorn, RD, MA

HealthImpact is excited to announce the appointment of Linda Zorn to the Board of Directors. Currently, Linda coordinates statewide efforts for sector strategies related to the health sector for the California Community Colleges Contract Education and Nursing and Allied Health Programs. Additionally, she is the Camp Fire Recovery Lead following the devastating 2018 fires in Northern California's Butte County. Linda has a proven track record of innovative and collaborative leadership and the board is excited to welcome her to the organization.

Announcement

New Role as CCPS Statewide Project Coordinator



Carina Valdes-Fajardo, BS

HealthImpact is pleased to announce that Carina Valdes-Fajardo is moving into a new role as the Statewide Project Coordinator for Centralized Clinical Placement System (CCPS). Carina will provide statewide client support services, answer incoming calls and troubleshoot issues. She will assist with development and marketing in addition to maintaining client relationships and conducting statewide trainings.

Over the past year, Carina has been supporting the Los Angeles area working closely with clinical facilities, nursing school leaders, and clinical placement coordinators. Her professional background includes project management and information technology from a progressive career in the banking industry.

Carina's office hours are Mondays, Tuesdays (afternoon), Wednesdays, and Thursdays. The best way to reach her is via email. When contacting Carina, please include your name, school and/or clinical facility, your preferred method of contact, and provide a brief description of the issue or questions to support review and follow up.

We are excited for Carina as she takes on this new role and she looks forward to working with you all!

EMAIL: carina@healthimpact.org | **TEL:** 213.804.2184

Welcome Aboard



Deborah Bennett, PhD, RN, CHSE

Deborah Bennett is the new Manager of the California Simulation Alliance. She has been a nurse educator for over twenty years, a nurse clinician for over thirty years and a longtime CSA faculty. Previously, Deborah was the Simulation Director for California State University San Marcos for thirteen years. During that time, she developed CSUSM's simulation program and facilitated simulation for all levels of nursing students. Deborah assisted Speech-Language Pathology faculty at CSUSM in the development of their simulation program utilizing standardized patients. Also, while at CSUSM she collaborated with other healthcare disciplines to develop and facilitate interprofessional education simulations. She was instrumental in launching the San Diego Simulation Collaborative.

Deborah obtained a PhD from Washington State University in August 2015. She is a member of SSH, SPN, INACSL, and a reviewer for the journal Clinical Simulation in Nursing.

Spotlight: California Simulation Alliance

KT Waxman Delivered the Annual Debra L. Spunt Lecture at the National League for Nursing Education Summit, September 2019.

KT Waxman, DNP, MBA, RN, CNL, CENP, CHSE, FSSH, FAAN, was the featured speaker at this year's Debra L. Spunt Lecture at the 2019 National League for Nursing Education Summit in the Greater Washington, DC area. A renowned scholar in the field of simulation in nursing education, Dr. Waxman spotlighted this increasingly widespread educational tool in her talk on *The Power of Simulation as an Education Disrupter*. The influx of simulation into nursing education has caused disruption on many levels like never before. Nurse educators have learned how to write scenarios and facilitate, debrief, and evaluate simulation. There are now guidelines, policies, and evidence to support the use of simulation to guarantee a clinical experience and quantify the results. Dr. Waxman also addressed simulation trends and projections for the future, along with innovative ways to ensure a quality clinical experience for nursing students and others on the health care team.



In addition to her current academic post as associate professor at the University of San Francisco and director of its Executive Leadership DNP Program, Dr. Waxman is the director of the California Simulation Alliance (CSA) at HealthImpact. An internationally known speaker and author, she is a past president of the Association of California Nurse Leaders (ACNL) and former board member and officer of the American Organization for Nursing Leadership (AONL). She is active in numerous committees for the Society for Simulation in Healthcare (SSH) and serves on the Finance Committee for the International Nursing Association for Clinical Simulation and Learning (INACSL).

Update: Preparing RNs for Practice in Hospital Specialty Areas across Southern California – Perioperative Program Report



HealthImpact continues to work in partnership with the Hospital Association of Southern California (HASC) addressing the shortage of experienced specialty RNs by developing the specialty workforce needed through educational programs carried out through academic-practice collaboration. The need for perioperative RNs in particular is a high priority, with employers reporting a lack of qualified candidates to fill positions and facing increasing vacancies. Addressing this gap is further compounded by challenges associated with the resources needed to prepare RNs for these complex hard-to-fill positions, requiring the acquisition of specific knowledge and unique skills not typically included in academic nursing programs preparing RNs for licensure.

Responding to the need for industry-driven career pathway programs in perioperative nursing, Azusa Pacific University and Mount Saint Mary's University were engaged to develop and provide perioperative courses for 17 RNs in collaboration with eight area hospitals in summer and fall 2018 as pipelines to employment. Conducted as a local pilot project with the support of the South Bay Workforce Investment Board (SBWIB) and the Los Angeles Basin Region's Workforce Development Boards, this approach aimed to meet workforce needs supporting the professional advancement of incumbent RNs while strengthening their career mobility and retention within existing employers. A publication ***Perioperative Specialty RN Training Pilot Project Final Report*** provides further detail.

HealthImpact, HASC and the South Bay Workforce Investment Board (SBWIB) presented the Perioperative project at the California Workforce Association's Meeting of the Minds Conference in Monterey in September: ***Connecting Regional Strategies to Local Program Design and Delivery: Perioperative Specialty Registered Nurse Training Pilot Project.***

Outcomes and recommendations from the local pilot program are now informing opportunities for change, improvement and expansion of the perioperative program, as well as the adoption of the academic-practice model to other specialty areas serving the HASC region. Discussions with the (4) HASC Nursing Specialty Advisory Teams in September explored the need and importance of providing employer wrap around services, faculty development and other learner support services to augment future regional programs and strengthen long term outcomes and success.



Front left to right: Garrett Chan, CEO HealthImpact; Lisa Mitchell, Workforce Development Program Manager, HASC; Teri Hollingsworth, VP of Human Resources and Education, HASC.
Back left to right: Carolyn Orlowski, Director of Workforce Strategy, HealthImpact; Mary Lynne Knighten, Perioperative Project Director HealthImpact; Robert Chavez, Program Operations Manager, SouthBay Workforce Investment Board

Joint COADN/CACN Conference

Dr. Philip Dickison, PhD, RN, Chief Officer of Operations and Examinations for the National Council of State Boards of Nursing (NCSBN), spoke at this year's Joint COADN/CACN Conference, held October 2-4, 2019 in San Diego, CA. Dr. Dickison spoke of the changing landscape nurses will face with increasing client age, increasing client acuity and changes in healthcare. The demand for competent clinical judgment is crucial and the question raised at the NCSBN was "Is the NCLEX measuring the right things?"

Research shows that 50% percent of novice nurses are involved in nursing errors and that 65% of those errors were attributed to poor clinical decision-making. Further research shows that only 20% of employers are satisfied with the clinical decision-making skills of the novice nurse.

The NCSBN decided to tackle the concerns by investigating the Clinical Judgment Model (CJM). The CJM is defined as the "observed outcome of critical thinking and decision-making." It is an iterative process that uses nursing knowledge to observe and assess presenting situations, to identify a prioritized client concern, and to generate the best possible evidence-based solutions in order to deliver safe client care.

The Next Gen NCLEX (NGN) will be launching in 2023 and will measure clinical judgment skills to ascertain clinical competency. The NGN will look for novice nurses to

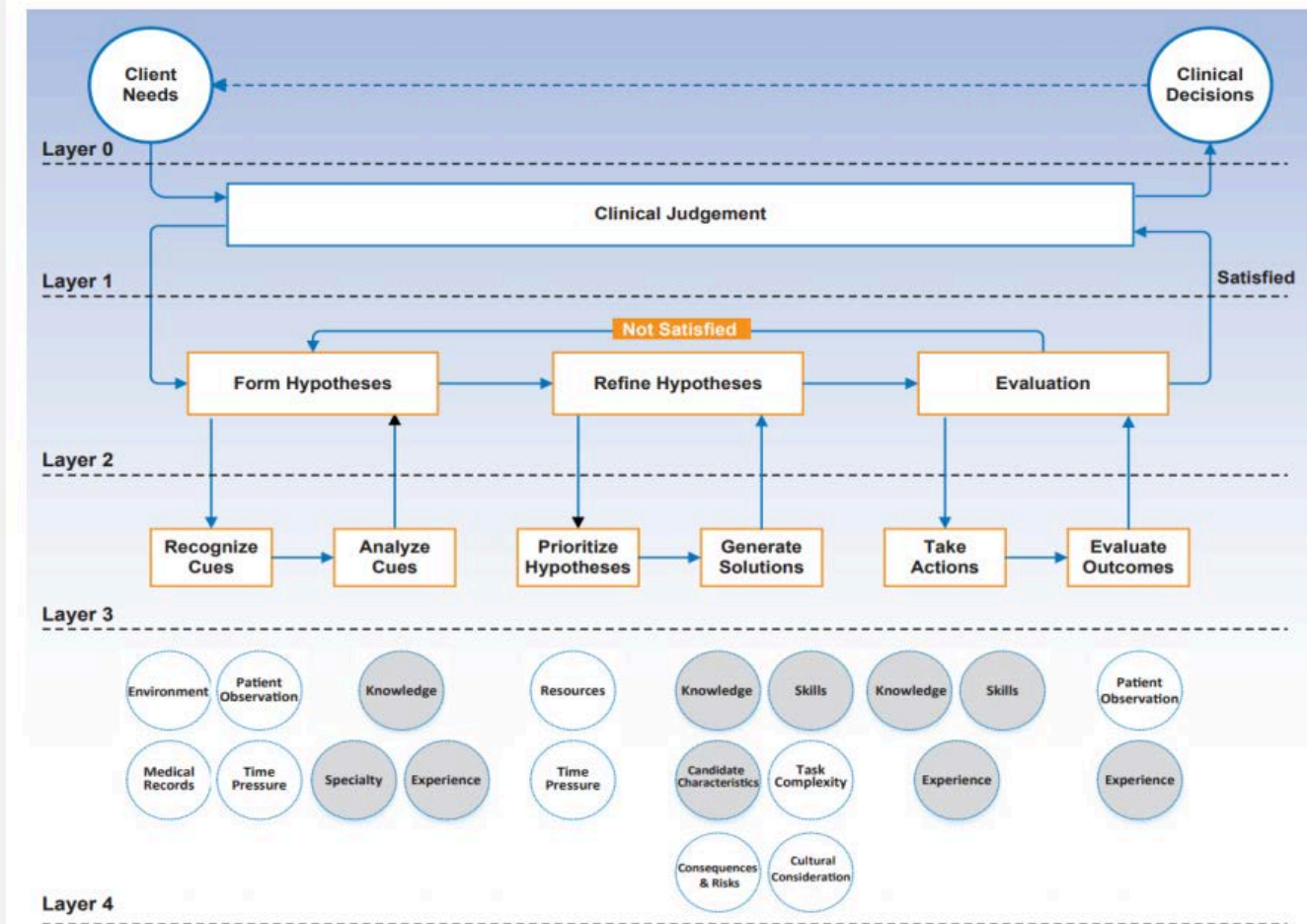
Recognize Cues, Analyze Cues, Prioritize Hypothesis, Generate Solutions, Take Actions, and Evaluate Outcomes.

It will be imperative that nurse educators, in the classroom and in the clinical setting, help prepare our nursing students to think like seasoned nurses. For more information check out the NCSBN website which has myriad resources, articles and videos to see what is happening in 2023: <https://www.ncsbn.org/next-generation-nclex.htm>



Dr. Philip Dickison, PhD, RN, Chief Officer
for NCSBN & the Next Gen NCLEX

NCSBN Clinical Judgment Model



Preparing the Nurse for the Future

A Prelicensure Curriculum Redesign Pilot



Garrett Chan, CEO of HealthImpact, opened a panel presentation on **“Preparing the Nurse for the Future: A Prelicensure Curriculum Redesign Pilot”** at the recent convening of the *Joint COADN/CACN Conference* in San Diego on October 2-4, 2019. The discussion was a culmination of a year-long innovative project to transform nursing curriculum, address nontraditional clinical placements and work with a variety of community partners. Co-presenters were Mary Dickow, Program Director, HealthImpact, along with representatives from the four project pilot schools, California State University East Bay, West Hills College, Hartnell College and San Jose State University.

Commencing in 2018, HealthImpact began work with Kaiser Permanente with funding from the East Bay Community Foundation on the Nursing Education Redesign Project.

KEY PROJECT ATTRIBUTES

- Ensure nurses have the knowledge, skills and attitudes needed to coordinate care across the continuum in new settings and environments
- Position graduates for a continuously transforming future
- Implementation of curriculum redesign to respond to rapid changes in the practice setting
- Prepare nurses to lead change, produce new knowledge and advance health

In addition, project facilitators Beth Ann Swan and Kathryn Shaffer from Jefferson School of Nursing Philadelphia, contributed their experiences providing coaching calls and webinars with the pilot schools.

The project has fostered a learning community that will be sustained beyond the grant period. HealthImpact continues to serve as the liaison with key project stakeholders to support the four schools.



Left to right: Garrett Chan, CEO, HealthImpact; Seaneen Sullinger, Faculty, Hartnell College; Kathryn DeFede, Director of Nursing, West Hills College; Nancy Schur Beymer, Faculty, Hartnell College; Mary Cousineau, Faculty, Hartnell College; Debra Kaczmar, Dean of Nursing, Hartnell College; Colleen O'Leary-Kelley, Director School of Nursing, San Jose State University; Mary Dickow, Program Director, HealthImpact; Lynn Van Hofwegen, Professor Emerita, California State University East Bay; Cynthia Dolata, Faculty, West Hills College