
HEALTHIMPACT
ANNUAL REPORT

**20
21**

HEALTHIMPACT

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MESSAGE FROM THE BOARD CHAIR



Dear Colleagues & HealthImpact Supporters:

As we look back at 2021 and a Second Year of COVID, there is much for us to consider. We are now coming to the realization that we may be at the endemic stage and living with this disease indefinitely. The COVID-19 pandemic has certainly impacted every American in some way. Indeed, HealthImpact has had to adapt to the many changes as well, changing how staff work and focusing on solutions to COVID-19 related issues. This year's annual report highlights the initiatives that continue to see HealthImpact as a cutting-edge organization, leading efforts to advance nursing and interprofessional team-based healthcare in California and nationally.

To add to the many positive actions to create COVID-19 resources last year, 2022 saw HealthImpact creating VaxForce, a volunteer group of health professionals and students to provide COVID-19 vaccines to hard to reach populations of color. At the same time, we launched Trust a Nurse, Ask a Nurse, creating a way for the public to ask registered nurses questions about COVID vaccines.

HealthImpact continues to focus on programs that upskill the workforce including the Benner Institute for Teaching and Learning, California Simulation Alliance, faculty development, RN transition-to-practice, Advanced Practice Registered Nurses expanded scope of practice, and preparing RNs to practice in high demand specialty areas such as perioperative services.

The Board is working closely with CEO, Dr. Garrett Chan, on these initiatives, and continue to refine our strategic vision to create revolutionary programming that will help transform nursing education, build programs to support team-based care, and prepare the future healthcare workforce.

Again, this year, I strongly encourage you to read about the important and innovative work being done by HealthImpact! I hope you will then go to the home page and DONATE so that HealthImpact can continue this critical work to optimize health through a highly skilled, interprofessional healthcare workforce.



DEB BAKERJIAN, PhD, APRN, FAAN, FAANP, FGSA
Chair, Board of Directors, HealthImpact

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER



As Dr. Bakjerian wrote in her letter as Chair of the Board of Directors for HealthImpact, we were in the second year of the COVID-19 pandemic. HealthImpact was very busy supporting community events to respond to COVID-19 and the workforce and policy issues that were confronting nursing. We saw the beginning of the “great resignation” of the nursing and nurse educator workforce, mental health concerns of nurses and other healthcare professionals, transition-to-practice challenges of new graduates, strengthening academic and clinical agency partnerships, and advancements in simulation and distance learning.

The staff at HealthImpact have been working hard on initiatives highlighted in this Annual Report. One significant contribution to the health and well being of people living in California was the creation of VaxForce. VaxForce is a volunteer management system that pairs interprofessional licensees and students with vaccination events in under-resourced and remote communities to bring vaccines to those areas and also boost vaccine confidence.

It has been an incredible success and a testament to the spirit of serving humanity and communities that lie in the core of the health professions. We are also proud to partner with many statewide and national organizations to advance nursing workforce issues. Many of these programs could not have been accomplished without the generous support of donors, grantmaking foundations, and individuals dedicated to advancing the health and well-being of people in California through nursing and interprofessional contributions.

As we enter into 2022, all of us at HealthImpact and the Board of Directors wish you good health and wellness during these challenging times.



GARRETT K. CHAN
PhD, RN, APRN, FAEN, FPCN, FNAP, FCNS, FAANP, FAAN
Chief Executive Officer, HealthImpact

THE BENNER INSTITUTE FOR TEACHING AND LEARNING

Amidst the Covid-19 pandemic year of 2020, the Benner Institute for Teaching and Learning (BI) was created to aid in the transformation of nursing education, and most particularly to address the education-practice gap. Beginning in June 2020, we developed and produced five webinars of interest to nurse educators in both practice and academic settings. The first three webinars, led by Dr. Patricia Benner and moderated by Dr. Garrett Chan, focused on the key universal professional apprenticeships: Cognitive (knowledge, theory, science, and technology), Practice (clinical reasoning, caring practices, and skilled know-how), and Ethics/Formation (developing the character, agency, and everyday ethical comportment) of Professional Education.

The groundwork of the 2020 Webinar series forged the pathway for the creation of the Clinical Faculty and Educator Certificate Program. Under the guiding expertise of Dr. Patricia Benner, Dr. Garrett Chan and Program Director, Edward Burns, RN, the Benner Institute for Teaching and Learning launched the first cohort of nine eager faculty and educators in the fall of 2021. The incorporation of the online-virtual learning classroom, Canvas, to HealthImpact's program offerings creates a unique, engaging, and individualized learning experience.

The introduction to 2021 provided a gracious opportunity for HealthImpact to offer direct support and education to the faculty and educators of the Bay Area community colleges. A regional joint venture fund provided the Clinical Faculty and Educator Certificate Program being offered to 18-community colleges, throughout the Bay Area, with plans to train more than 60 faculty.



BENNER INSTITUTE MISSION

Learning Science Professional Apprenticeships
Curriculum Nursing Paradigm Shifts

CALIFORNIA NEWLY LICENSED RN EMPLOYMENT SURVEY

HealthImpact's annual statewide study of RNs newly licensed in California was conducted to understand the employment experiences of the emerging workforce and analyze workforce trends. Findings from the study provide evidence to inform change and strengthen policy supporting preparation of the future nursing workforce. Download the report here: bit.ly/RNSurvey2020

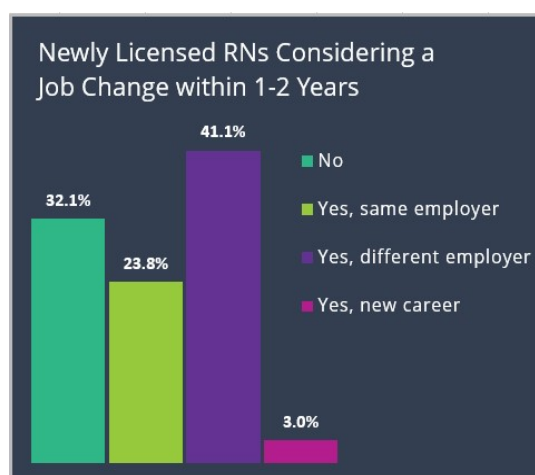
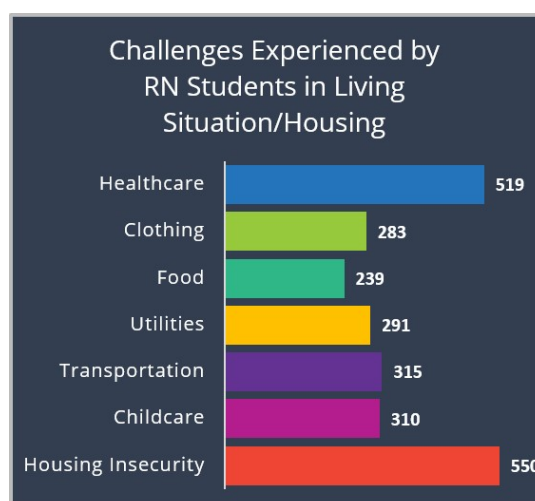
KEY FINDINGS: SOCIAL DETERMINANTS OF HEALTH

This year, information on the prevalence and impact social determinants of health have on the wellbeing of students completing RN programs and transitioning into practice was obtained. Key factors that impact health and well-being provide evidence for change in nursing education resources to support student success, and inform policy to strengthen the health, well-being and diversity of the nursing workforce.

IMPLICATIONS FOR PRACTICE

Analyzing the emerging nursing workforce supply and patterns of employment informs the alignment of nursing education programs preparing RNs for the future considering evolving workforce needs and job opportunities.

Developing processes, allocating resources, and providing programs that recognize and address social determinants experienced by nursing students supports development of a diverse nursing workforce that is racially, ethnically, and socioeconomically aligned with California's population, improves access to culturally competent care, advances health equity, and improves outcomes.



CALIFORNIA SIMULATION **ALLIANCE**

AMONG OUR CLIENTS

University of California,
Davis Health

MiraCosta Community
College
Saddleback College

Riverside Community
College/Inland Empire

In January 2021, California Simulation Alliance (CSA) received a grant from Kaiser Permanente Community Benefits Program to develop eight scenarios on implicit bias for undergraduate nursing programs. A task force was created with experts in the field of diversity, equity, and inclusion to assist three CSA simulationists to create the scenarios.

The eight scenarios were developed with patient characteristics/stereotypes associated with potential bias addressed in the areas of obesity, pediatric obesity, smoking, race, language, substance use disorder, low income, and gender. The patient populations included adult medical/surgical nursing, emergency room nursing, pediatric nursing, and maternal health nursing. The scenarios were beta tested for validity and are now available on the California Simulation Alliance website.

CSA has also been busy offering needed classes to faculty and educators. Course offerings include Simulation Intensive, Simulation Operations Specialist, Financial Planning/ROI, and the CHSE Blueprint Course. Many of the participants were seeking national certification as a certified healthcare simulation educator (CHSE), and CSA offered classes to ensure the participants were both eligible to sit for the exam and well-prepared to pass the exam.

CSA convenes the seven regional simulation collaboratives to coordinate simulation efforts, share best practices, and identify strategic initiatives for simulation in healthcare. The seven regional simulation collaboratives are the Rural Northern Area Simulation Collaborative, Capital Area Simulation Collaborative, Bay Area Simulation Collaborative, the Central Valley Simulation Collaborative, Inland Empire Simulation Collaborative, Southern California Simulation Collaborative, and San Diego Simulation Collaborative.

CSA has also been a proud partner to simulation companies to offer discounts to CSA members.

4 Consultations

6 Industry Sponsors

CAE Healthcare
Kyoto Kagaku America
Laerdal Medical
Limbs & Things, Inc.
Pocket Nurse
Education Management
Solutions

15 Training Courses with 177+ participants

CSA FACULTY

21 Certified Healthcare Simulation Educators (CHSE)

4 Certified Healthcare Simulation Operations Specialist® (CHSOS®)

2021 CONFERENCE PRESENTATIONS

International Meeting on Simulation in Healthcare (IMSH)
Association of California Nurse Leaders (ACNL)
Health Education England: Workforce Planning
Healthy Simulation



CENTRALIZED CLINICAL PLACEMENT SYSTEM

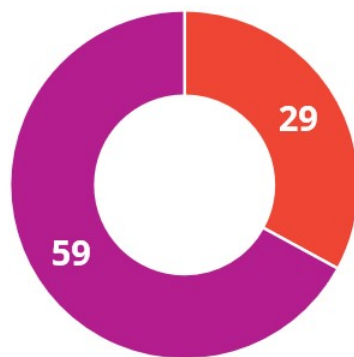
With the success of the reports developed in 2020, HealthImpact and the Foundation for California Community Colleges set out on a campaign to increase subscribership to the Centralize Clinical Placement System (CCPS). The more academic and practice partners that participate in this program would give regions and the state of California live data on the current state of clinical displacements.

In the summer of 2021 HealthImpact was invited to the San Joaquin Valley Nursing and Allied Health Consortium to demonstrate CCPS. A committee was formed to evaluate current placement tools in the marketplace, and it was agreed that CCPS was the platform of choice due to its increased transparency in the region around where students were being placed. The regional reporting allowed for stronger communication and collaboration within the consortium to solve placement issues.

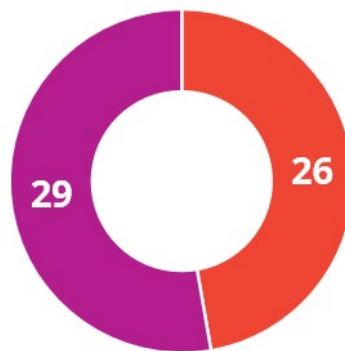
The platform not only streamlines the placement process but now is driving a commitment to equal access to placements. Although some platforms offered their services at no cost to clinical agencies to help reduce cost, HealthImpact found that the cost of placements then fell to schools and students. The unintended consequence of this strategy is that students and schools that had less funding were unable to obtain clinical placements. With the goal of student success in mind, HealthImpact and The Foundation for California Community Colleges continue to advocate for statewide utilization of CCPS not only for aggregation of statewide data but also as a continued effort of academia and practice partnering together for the benefit of the future nursing workforce.

Clinical Education Placements Processed Through CCPS in 2021:

■ San Francisco Bay Area
■ Los Angeles Area



Nursing Schools (RN, LVN)



Clinical Facilities

Students Placed



Placement Requests Scheduled



COVID-19 **DISASTER RESPONSE**

In late 2020, HealthImpact, the California nursing workforce and policy center, realized there would be three “bottlenecks” or challenges to reaching herd immunity for COVID-19. The first bottleneck would be the vaccine supply and the number of doses available for vaccination. As the vaccine supply improved, the next bottleneck would be the lack of available healthcare workforce to administer the vaccine and the lack of venues for the public to access the vaccine. The third bottleneck would be the public perspective in the form of vaccine hesitancy.

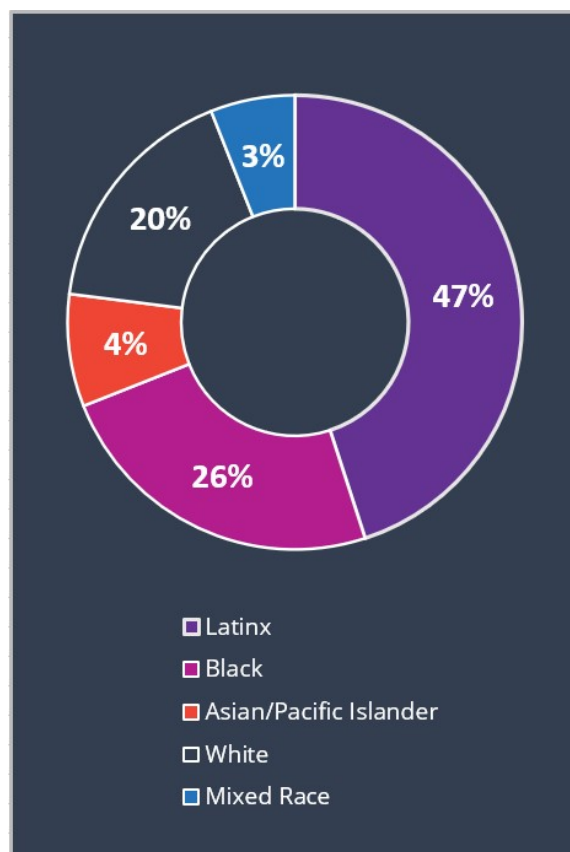
VAXFORCE

HealthImpact created VaxForce to address the second bottleneck. VaxForce is a California-wide volunteer workforce management system to vet healthcare professionals and students and match them with existing vaccination events or create VaxForce-led vaccination events in partnership with local community-based organizations (CBOs) and county public health departments. VaxForce (www.vaxforce.org) helps community-based organizations in underserved regions of California with vaccination events their communities.

TRUST A NURSE, ASK A NURSE

In 2021, as vaccine access increased, HealthImpact created Trust a Nurse, Ask a Nurse (d/b/a Ask a Nurse LIVE) to address the third bottleneck of vaccine hesitancy. Ask a Nurse LIVE utilized a telehealth platform to connect volunteer registered nurses (RNs) and advanced practice registered nurses (APRNs) with individuals concerned or confused about vaccines via live, face-to-face video visits. In 2021, 50 licensed RN and APRN volunteers were trained to facilitate telehealth visits and 82 visits were conducted during the Pilot phase of the project, split across two care groups in English and Spanish.

In 2021, 305 VaxForce volunteers administered over 8,000 vaccines across 66 vaccination events. Vaccines were received by the following races/ethnicities:





DESIGN THINKING AND **PROCESS IMPROVEMENT**

HealthImpact received grant funding from the UniHealth Foundation to support planning an interprofessional education collaborative that will provide health care professionals with the education they need to transform healthcare systems and organizations into high performing entities that can drive down the cost of healthcare, improve health outcomes in their communities and increase the capacity to provide quality healthcare services in the state of California.

As a result of this work, though the collaborative did not receive funding, HealthImpact developed a tool to help increase the success of process improvement projects by using design thinking. Design Thinking Plug N Play is a tool that focuses on the intersection of process improvement and design thinking. By utilizing this tool, one can diagnose what issues they may be having in their current process improvement project and play with suggested design thinking exercises to inform next steps of the PDSA cycle in their project. By collaborating with all key stakeholders in these exercises, the likelihood of adoption of transformative ideas increases as the solution becomes more user-centric within the guidelines of the organization.



HEALTHIMPACT DAISY NURSE LEADER AWARD IN POLICY

In 2020, the DAISY Foundation partnered with HealthImpact to create an award to honor nurses whose work in policy advances compassionate care that improves the health of populations. Nurses are often at the forefront of creating and driving policy that assures a compassionate environment for individuals and communities. Nurses work to provide broad access to safe, quality care, addiction treatment, palliative and end-of-life care, protection for communities of color, COVID-19 safety, and more. They prevent domestic violence, increase inclusion and equity, and create communities of healing that reflect a compassionate and caring society for all.

2021 AWARD RECIPIENTS

Four individuals were selected by a national panel of healthcare policy experts for the inaugural HealthImpact DAISY Nurse Leader Award in Policy.

Vanessa Barriera, MSN, RN, SANE-A, SANE-P *Harris Health System*

Natalia Cineas, DNP, RN, NEA-BC, FAAN *New York City Health + Hospitals*

Sarah Homer, MSN, APRN, ACNP *Houston Methodist Hospital*

Surani Hayre-Kwan, DNP, MBA, FNP-BC, FACHE, FAANP *Sutter Health Nursing*

AWARD NOMINATIONS

The HealthImpact DAISY Nurse Leader Award in Policy opens yearly in late summer. Registered Nurses at DAISY partner facilities with any degree who have demonstrated work in policy, whether it is in their job description or done externally to the institution, are eligible to be nominated for this recognition. Policies that affect local, regional, national, or global populations through legislation, checklists, guidelines, regulation, standards of practice, etc. will be considered.

PREPARING RNS FOR **HIGH-DEMAND HOSPITAL SPECIALTY AREAS**

PURPOSE AND NEED

The demand for California's nursing workforce to be well prepared, highly competent and experienced in diverse settings and roles has never been greater. Nursing programs and health care organizations recognize the importance of preparing the future workforce to meet evolving needs, yet gaps and challenges remain between the academic preparation of RN prelicensure students and their readiness for practice, particularly in specialized areas. HealthImpact is addressing the high demand and short supply of experienced nurses in key areas by developing RN transition to practice programs that guide and support professional development during the first year of practice.

LAUNCHING IN 2022

California Registered Nurse
Ambulatory Specialty
Apprenticeship Program

APPRENTICESHIP APPROVAL

The California Division of Apprenticeship Standards (DAS) granted approval to HealthImpact in December 2020 to operate as a formal industry-recognized Apprenticeship Program. The DAS accreditation represents a new frontier for new graduate professional nurses transitioning into practice and for nurses that are new to specialty areas of practice. Ambulatory care is the first specialty area enrolling for the California Registered Nurse Specialty Apprenticeship Program.



PROGRAM DESIGN: COMMUNITY-BASED MODEL

- Curriculum developed by HealthImpact based on national standards of practice and core competencies specific to each specialty area.
- Conducted in partnership with health care organizations that employ RNs while participating in the program.
- Supports effective transition to practice and career pathways for RNs to obtain employment in high-demand specialty areas.
- Designed to transform how nurses are prepared for specialty area practice.

SUMMIT IMPLEMENTATION COMMITTEE

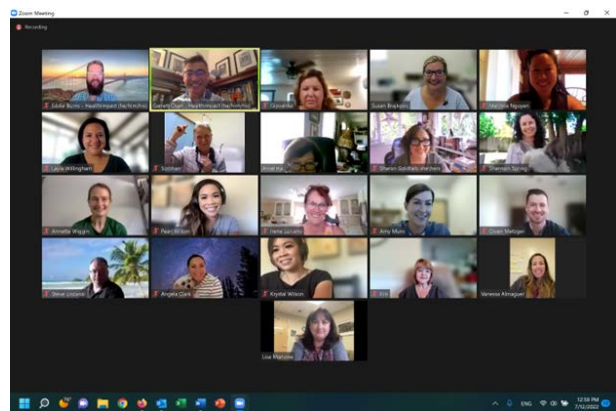
As the COVID-19 pandemic began to plateau and best practices for academia and practice were put into place, HealthImpact sunset the implementation committee with the commitment to continue to partner and reach out to subject matter experts to help regional consortia achieve region specific goals.

The Bay Area Academic and Practice Coalition began working with HealthImpact early on in 2021 to help address faculty recruitment and retention. Surveys performed in 2019 (pre-pandemic) reported a looming faculty shortage due to the number of deans, director and faculty expecting to retire or leave their positions within the next five years. With the onset of the pandemic, those numbers greatly increased as educators were tasked with redesigning nursing education curriculum to comply with current COVID-19 mandates. Although faculty recruitment and retention is a multi-faceted issue, the agreed upon strategy was to try and increase the number of adjunct faculty by recruiting nurses considering leaving the bedside to join academia in educating the future nursing workforce.

The Bay Area Community Colleges Consortium and the Health Workforce Initiative became key partners in the successful launch of the Benner Clinical Faculty and Educator Certificate Program.

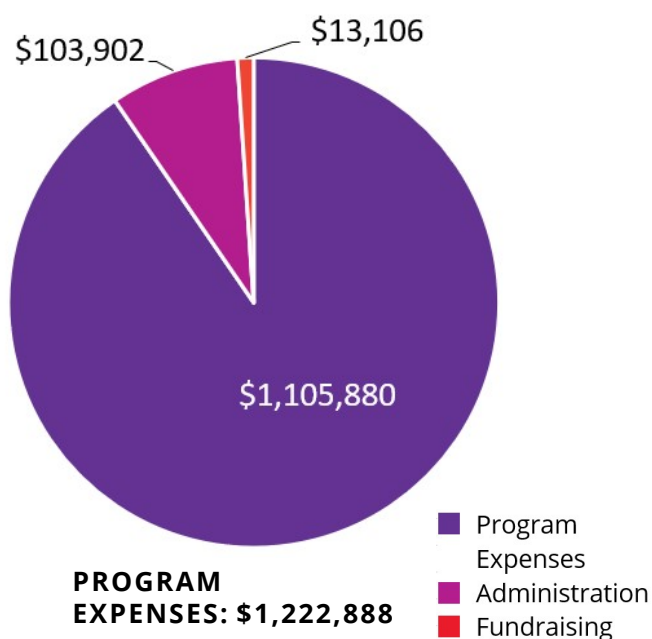
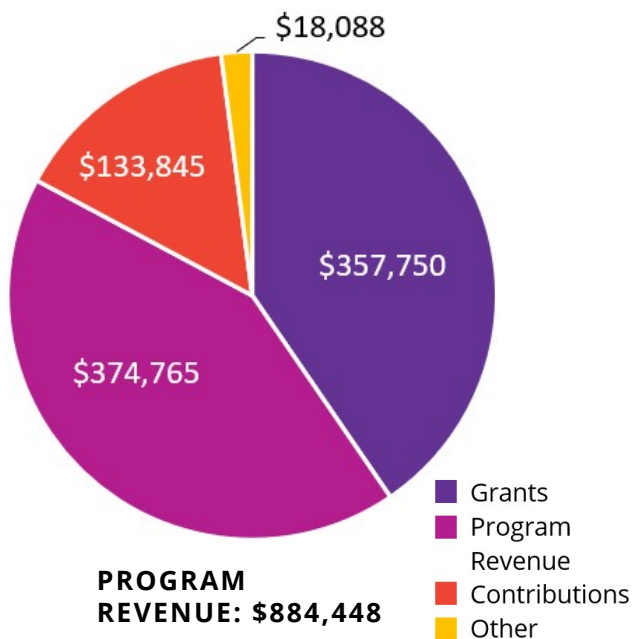
These organizations came together to help launch the pilot cohort and obtain funding to allow participants willing to teach at community colleges to attend for free if financial assistance was needed. The Benner Clinical Faculty and Educator Certificate Program's goal is to help prepare clinical instructors and clinical educators with the theory, tools, and skills to build confidence in the practice of teaching and create a support network to be successful in their new roles as educators. The course is based off Dr. Patricia Benner's work around practice readiness and the four paradigm shifts needed in current nursing education to ensure students are competent in using both clinical reasoning and clinical foresight to a patient's current condition. Each cohort is 12-weeks long utilizing both synchronous and asynchronous teaching strategies. Participants attending this program will receive 30 continuing education units (CEs) that will make them eligible to sit for National League for Nursing Certified Nurse Educator Clinical Nurse Educator Exam (NLN CNEcl®). The NLN CNEcl® certificate "establishes nursing education as a specialty area of practice and creates a means for faculty to demonstrate their expertise in this role. It communicates to students, peers, and the academic and healthcare communities that the highest standards of excellence are being met" (NLN, 2022).

Through these partnerships six bay area cohorts will be held over the next two years. It will be grass roots efforts such as this program that will help increase the number of faculty within nursing programs one cohort at a time. HealthImpact aims to expand this program statewide.



FINANCIAL INFORMATION

The financial information shown here was derived from HealthImpact's 2021 financial statements. Copies of audited financial statements may be obtained by contacting HealthImpact.



FINANCIAL PARTNERS

BENEFACTOR

Calbright College
Cedars-Sinai Medical Center

PATRON

California Hospital Association (CHA)
Kaiser Permanente-East Bay Community Foundation
Laerdal Medical

PARTNER

California Association for Nurse Practitioners (CANP)
Garrett Chan
Kaiser Permanente – Northern California

FRIEND

Association of California Nurse Leaders (ACNL)
American Nurses Association California (ANA\CA)

CA Organization of Associate Degree Nursing Programs (COADN-North)
CA Organization of Associate Degree Nursing Programs (COADN-South)
California Community Colleges Chancellor's Office (CCCCO) HWI Sector Navigator
Health Grant under *Doing What Matters for Jobs and the Economy* hosted by College of the Canyons
Providence Southern California
Santa Barbara Cottage Hospital
UCLA Medical Center

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VISION

A highly skilled health care workforce optimizing health through innovation, interprofessional leadership, and nursing excellence.

MISSION

To shape health care through workforce strategy, stakeholder convening, and policy advocacy.

VALUES

Core values that guide our work and the decisions we make every day to achieve our mission:

- Create initiatives that ultimately improve health
- Build strategic partnerships through diversity, inclusivity, and equity
- Be courageous in taking strategic risks and using scientific evidence to advance a greater good
- Empower staff, partners, and the community to make changes in the world