

**The IOM Report on the
Future of Nursing: Update & Evolution**

ABNS
American Board of Nursing Specialties
Promoting Excellence in Nursing Certification

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Objectives

- Use** Use the key recommendations of the IOM report to influence professional development through certification
- Link** Link the evidence-base of the IOM report to expand science into practice
- Employ** Employ strategies used in the IOM report development to model organizational and clinical change initiatives
- Rejuvenate** Rejuvenate the power of curiosity to inform problem-solving and inquiry

ABNS as Innovator

► "The World Changes, and Changes Again" - Margaret Spellings



"The true sign of **intelligence** is not knowledge but **imagination.**"
- Albert Einstein

The National Academy of Science

Is designed to base recommendations in the most *objective* and *science-based* manner possible. By design, biases are *specifically identified* and *evidence* must be present to support statements made. Two *blinded reviews* are conducted to *verify and validate* the findings and recommendations.

Strategy & the IOM Blueprint:
What it has meant for Nursing

- An organization's or discipline's process of defining its strategy, or direction, and making decisions on allocating its resources to pursue this strategy within the context of the current environment to meet future demands

Nursing defined - (Bleich, AHNA Beginnings, February, 2012, p. 5)

- “Nurses must unify to express this message: we are the sole health discipline that approaches health, disease, illness and chronic care management with knowledge drawn from a model of *holistic care*. We make decisions, provide and orient treatments, and take other *critical actions* based on *independent observations and team-based plans*. We are the sole discipline that hardwires the perspective of the *patient/client within the context of family and community*, and care is coordinated and managed according to this context.”

Three Strategic Foci Have Emerged!

Advances through Education: Student and Public Education

Advances through Practice: Engagement with ACO development, Shift to Population Health, and New Markets for Chronic and Transitional Care

Advances through Science: Clinical focus must expand to organizational systems and policy analysis and critical thinking must be combined with critical action!

Key Messages from the IOM Future of Nursing Report

Key Message No. 1

Nurses should practice to the full extent of their education & training

RECOMMENDATION 1:

- Remove scope-of-practice barriers
- 8 States have expanded APRN roles - up to 21

Key Message No. 2

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

RECOMMENDATION 3:

- Implement nurse residency programs -
- Shifts in onboarding

Key Message No. 2

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

RECOMMENDATION 4:

- Increase the proportion of nurses with a BSN degree to 80% by 2020
- First-time BSN overtakes ADN/Dipl



Key Message No. 2

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

RECOMMENDATION 5:

- Double the number of nurses with a doctorate by 2020
- Rapid proliferation of DNP programs

Key Message No. 2

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

RECOMMENDATION 6:

- Ensure that nurses engage in lifelong learning
- Nursing schools have responded in numbers

Key Message No. 3

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care systems in the United States

RECOMMENDATION 2:

- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Nurses on boards

Key Message No. 3

Nurses should be full partners, with physicians and other health care professionals, in redesigning health care systems in the United States

RECOMMENDATION 7:

- Prepare and enable nurses to lead change to advance health
- Transitional care options

Key Message No. 4

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

RECOMMENDATION 8:

- Build an infrastructure for the collection & analysis of inter-professional health care workforce data

Advances, Retreats, Strategy

- ▶ Advances are real:
 - ▶ Workforce
 - ▶ Public acceptance
 - ▶ Enhanced roles
 - ▶ Scope of practice
 - ▶ Educational standards
 - ▶ Science-base for practice
- ▶ Retreats are equally real:
 - ▶ Workforce imbalance with public need
 - ▶ The ACA is being dismantled - what is our context?
 - ▶ Infrastructure issues
 - ▶ Cohesion within the discipline
 - ▶ Public knowledge

Emerging Technologies



As Leaders We Are Called to:



- ▶ Innovate! (even more!)
- ▶ Evaluate! (even more - add economics and analytics and the public perspective)
- ▶ Integrate! (with the re-forming health system)
- ▶ Communicate! (by testing for all scenarios - urban, rural, frontier)

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