

IOM FUTURE OF NURSING TASK FORCE

Activity Update

Introduction

- ABNS has convened a Task Force to review and take action on the IOM Future of Nursing recommendations.
- We have drafted a Work Plan that identifies what ABNS is currently doing to address the Future of Nursing recommendations and what more we think we should be doing.

Task Force Members

- Maria Shirey (Chair)
- Pat Coyle Rogers
- Lynne Grief
- Chris Hunt
- M.T. Meadows
- Karen Plaus
- Dottie Roberts
- Franklin Shaffer
- Jim Stobinski
- Melissa Biel

Member Survey

- Survey conducted in 2013.
- 15 organizations responded.
- What action had already been undertaken to address the IOM Future of Nursing Key Messages and associated Recommendations?
- What still needs to be done to implement the Key Messages and Recommendations?

Respondent Organizations

- AACN Certification Corporation
- AANPCP
- American Board of Neuroscience Nursing
- American Board of Perianesthesia Nurses (ABPANC)
- ANCC
- BONENT
- CCI – the Competency and Credentialing Institute
- CNA
- Commission on Nurse Certification (CNC)
- Medical Surgical Nursing Certification Board
- National Board for Certification of Hospice and Palliative Nurses
- National Board for Certification of School Nurses
- National Board of Certification and Recertification for Nurse Anesthetists
- ONCB
- Oncology Nursing Certification Corporation

NURSES SHOULD PRACTICE TO
THE FULL EXTENT OF THEIR
EDUCATION.

KEY MESSAGE 1

Key Message 1

Recommendations

- Remove scope of practice barriers
- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Implement nurse residency programs

Themes

- 27 responses to what organizations have done to address this key message and the associated recommendations.
- There is a lot of energy around scope of practice.
- The survey respondents have a high level of agreement with the recommendations and they are doing quite a bit in response scope of practice and to a lesser degree leadership development.
- There appears to be a lack of clarity and coordination of effort.
- Few inroads have been made in regard to nurse residency programs.

Suggestions for Impact

- Other organizations have made progress on nurse residency programs and it may be helpful to share the work and available resources with ABNS members.
- Facilitate a face-to-face dialogue among our members to support a coordinated and focused effort to address this Key Message. Some suggestions included convening a Summit to explore a united effort; and hosting a pre- or post-conference meeting in conjunction with an ABNS Assembly meeting.
- Showcase best practices in nurse residency programs.
- Identify ways we can partner with and link to regional and/or state efforts to address scope of practice issues.

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

KEY MESSAGE 2

Key Message 2

Recommendations

- Increase the proportion of nurses with baccalaureate degrees
- Double the number of nurses with a doctorate by 2020
- Ensure nurse engage in lifelong learning

Themes

- 25 responses to what organizations have done to address this key message and the associated recommendations.
- The focus on lifelong learning is strong among certification organizations.
- Continuing education for recertification is an almost universal requirement.
- We are seeing an increased focus on continuing competence, which supports the concept of lifelong learning.
- While BSN as entry into practice is not gaining any more traction, we are seeing differentiated practice emerging as a strategy to recognize different levels of nurse education in the workforce.
- Finally, there is a clear acknowledgement that certification can be viewed as a measure of competence and we need to take further action to validate the link between certification and competence.

Suggestions for Impact

- Explore opportunities for certification organizations to encourage higher education by providing more options for academic activity and credits to be counted toward certification and recertification requirements (example, allow more academic credits to count for recertification).
- Establish a career pathway that shows academic progress and certification as part of the continuum. (CCI has a tool on their website that enables nurses interested in certification to see where certification fits in a professional timeline progression.)
- Develop a strategy to focus on certification as part of a nurse's career path.
- Explore a partnership with the National Student Nurses Association and state student nurse organizations to identify opportunities to communicate about certification early in career trajectory and share continuing competence message.

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

KEY MESSAGE 3

Key Message 3

Recommendations

- Prepare and enable nurses to lead change to advance health

Themes

- 18 responses to what organizations have done to address this key message and the associated recommendations.
- There was not a lot identified for this Key Message.
- Some organizations have effective collaborative partnerships or participate in interprofessional organizations.
- Some survey respondents did not feel it was something certification organizations should focus on.

Suggestions for Impact

- Consider engaging medical associations in regard to their work with competencies.
- Examine the Healthcare Leadership Alliance competencies document.
- Explore a credentialing alliance with ICE and/or other organizations.

Effective workforce planning and policy making require better data collection and improved information structure.

KEY MESSAGE 4

Key Message 4

Recommendations

- Build an infrastructure for the collection and analysis of interprofessional health care workforce data

Themes

- 18 responses to what organizations have done to address this key message and the associated recommendations.
- Many respondent organizations do not have an initiative related to this Key Message.
- Some organizations are taking a more active role with data collection and information analysis.
- Some respondents noted that membership organization was engaged in this message, but not the certification body.
- We have partnered with NDNQI to assess trends in the certification workforce

Suggestions for Impact

- We are pleased to welcome Dr. Peter Buerhaus to our fall assembly to speak on workforce issues related to certification.
- We may wish to begin focusing discussion on workforce issues specific to subspecialties. Subspecialties may have specific issues or barriers and it would be helpful to begin to address these.

Your thoughts?

What do you think about the suggestions that have been made regarding the initiatives ABNS can undertake?

Other suggestions for action?

Thank You.