Initiative on the Future of Nursing…California’s Progress and Alignment with IFN Recommendations

California Institute for Nursing & Health Care…
California’s Nursing Workforce Center

November 30, 2010
California Institute for Nursing & Health Care (CINHC)

A nonprofit independent organization dedicated to developing solutions to a critical nurse shortage and related nursing issues that affect the health of all Californians.

“Optimizing the Health of Californians through Nursing Excellence”

www.cinhc.org
Program Areas

- Create a strategically driven Master Plan for the CA nursing workforce
- Build educational capacity in schools of nursing
- Increase diversity of nursing workforce
- Provide leadership development
Master Plan Goal’s

I… Building Educational Capacity
II… Increasing Diversity of Nursing Workforce
III… Education Redesign

Data to Support Building the Nursing Workforce
Goal III: Education Redesign

- 100 Thought Leaders examined and developed action steps to redesign aspects of nursing education...to better meet the demands of the evolving health care delivery system
- Led by Jan Boller
- Funded by Moore Foundation
California’s Building Blocks

VISION: WELL-PREPARED NURSES FOR THE 21ST CENTURY

1. ACADEMIC/SERVICE PARTNERSHIPS & STANDARDS

2. PROFESSIONAL AND CLINICAL ROLE FORMATION & COMPETENCIES

3. COLLABORATIVE EDUCATION MODEL: EDUCATION HIGHWAY

4. FACULTY DEVELOPMENT/RECRUITMENT

5. SIMULATION, INFORMATICS, TECHNOLOGY

6. TRANSITION/RESIDENCIES

7. CENTER FOR KNOWLEDGE

21st CENTURY RN WORKFORCE
#3...Collaborative Model: California’s Education Highway
Collaborative Model: aligns with IFN Recommendation #4

- Seamless progression from AD to BSN degree…that removes barriers to continuing along the Education Highway
- Examples existed that pointed the way
  - Sacramento State University and Sacramento City College
  - Oregon Coalition for Nursing Education
- Builds upon the contribution that AD programs make in nursing education as a foundation
- Builds capacity at the CSU level to educate more BSN nurses
Regional approach…driven by collaboratives

Funders stepped forward
  • Chancellor’s Office for California Community Colleges
  • Kaiser Permanente Health Education Fund…East Bay Community Foundation
  • Foundation for California Community Colleges
Collaborative Model (cont.)

...RFP Requirements

- Dual Admission
- Integrated Curriculum
- Shared Faculty
- Complete BSN within 1 more full-year of study
- Integration of QSEN competencies
- Overcome barriers to seamlessness
- Promote enrollment to nursing students
- Demonstrate Administrative support
Collaborative Model (cont.)

...Progress AB 1295

- CC and CSU Chancellors’ offices working with nurse educators to change the education code to support the collaborative model and seamless progression of nursing education.
- Requires that CC and CSU Chancellors’ offices implement articulated nursing degree transfer pathways...that remove duplication of curriculum and provide for the seamless progression prior to the 2012-2013 Academic Year.
Progress to date:

- 41 schools of nursing are participating
- 19 schools of nursing standing by ready to begin, pending funding for start-up
- Song Brown Funding for CSU SM and Mariposa College
- Sacramento State University and Sacramento City College, CA’s original collaborative… continues
Transition to Practice Programs: aligns with IFN Recommendation #3

- Driven by Goal 3 of MP: Education Redesign…#6 Step of Building Blocks
- Calls for Residencies as a requirement for nursing education
- Facilitates transition from education into practice…bridges the gap
Difficulty of New Graduate Finding Employment…The Answer: Community-Based Transition to Practice Programs

Objectives of Transition Programs

• Keep new graduate engaged in the workforce
• Improve changes of employability
• Provide increase experience
• Build skills, competencies, & confidence to bridge the gap between education & practice
Community-Based Transition Programs (cont.)

Components

• Sponsored by regional collaborative…meeting local workforce needs
• Housed within a school of nursing…student status
• 12 to 18 weeks in length, min. 24 hrs/wk
• Training for specialty, non-acute, or generalists
• Employer partners provide clinical coaches/preceptors
• Utilize high-fidelity simulation in training
• Meet agreed upon competencies – QSEN
• Provide Industry Recognized Certificate of Completion
Transition Programs have been Launched!

- SFBA – funded by GBMF & KP (WIB & In-kind from partners)…250 new graduates
- 4 collaboratives funded at:
  - CSU EB
  - Samuel Merritt University
  - South Bay Workforce Institute
  - USF
- Service partners include hospitals, consortium of community clinics, schools nurses, hospices, LTC
- Independently organized, but based on common concepts and similar requirements
- **Interest building in:** LA, Orange County, San Diego, CV
- Learnings will inform the Residency Task Force to begin the dialogue on a statewide approach to Residencies
Data to Support Building the Nursing Workforce: Aligns with IFN Recommendation #8

- CA Board of Registered Nursing:
  - Nursing Workforce Data…every two years
  - School of Nursing Data…annually
  - CINHC and HASC…Hospital vacancy and turnover rates…every two years

- Workforce Forecasting Data…UCSF
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