



Los Angeles General Medical Center

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Promoting Innovation, Full Practice Authority and
Academic/Service Partnerships

HRSA National Advisory Council on Nurse Education and Practice

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Nursing Challenges 2024

Objectives

- Discuss the challenges in our profession and how things need to change to address the Goals of the Future of Nursing 2020-2030
- Encourage Innovation in Practice
- Promote and fund academic and practice environment for the most vulnerable populations to promote health equity
- Encourage national legislation for full practice authority for nurse practitioners and promote residency programs by funding pilot projects

I am not sure what the future will look like but things have to change and I don't believe it will be the same as it is today as their needs to be new practice models and innovation.



Current nursing workforce numbers from NSI Solutions 2023 report

Still awaiting the
2024 report

- Still waiting for the 2024 report to come out but the highlights from 2023 (which is really a report for the 2022 year) are:
 - Turnover rate overall 22.7%
 - Vacancy report 15.7% nationally
 - Growing job market expecting to grow
 - The average cost of turnover for a staff RN is \$52,350 with the range averaging \$40,200 to \$64,500.
 - The average time to recruit an experienced RN ranged from 61 to 120 days. (Causing hospitals to rely on high cost agency nurses)

Occupational Outlook: Registered Nurse

U.S. Bureau of
Labor
Statistics

Accessed 03/06/24

- ▶ Quick Facts: Registered Nurses
- ▶ 2022 Median Pay \$81,220 per year
- ▶ \$39.05 per hour
- ▶ Typical Entry-Level Education
 Bachelor's degree
- ▶ Work Experience in a Related
 Occupation None
- ▶ **On-the-job Training None**
- ▶ Number of Jobs, 2022 3,172,500
- ▶ Job Outlook, 2022-32 6% (Faster
 than average)
- ▶ Employment Change, 2022-32
 177,400

NCSBN

Updated
03/06/24

- ▶ Total number of RNs in the US - 5,688,817
- ▶ Compared to 12/2023 - 5,643,150
- ▶ Compared to 12/2022 -5,328,873

Future of Nursing 2020 -2030 Key Messages

- Key Message #1: Nurses Should Practice to the Full Extent of Their Education and Training
- Key Message #2: Nurses Should Achieve Higher Levels of Education and Training Through an Improved Education System That Promotes Seamless Academic Progression (Chapter 4)
- Key Message #3: Nurses Should Be Full Partners, with Physicians and Other Health Professionals, in Redesigning Health Care in the United States (Chapter 5)
- Key Message #4: Effective Workforce Planning and Policy Making Require Better Data Collection and an Improved Information Infrastructure (Chapter 6)

Future of Nursing Recommendations

- Recommendation 1: Remove scope-of-practice barriers.
- Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
- Recommendation 3: Implement nurse residency programs.
- Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Future of Nursing Recommendations (cont.)

- Recommendation 5: Double the number of nurses with a doctorate by 2020.
- Recommendation 6: Ensure that nurses engage in lifelong learning.
- Recommendation 7: Prepare and enable nurses to lead change to advance health.
- Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

Innovation is needed

- Nurses coming out of school are novice nurses and Nurse Residencies are essential for transition from academic to practice
- Starting the residency education while in nursing school can assist in expediting time to competent nurse who can function independently
- Our hospital applied for such a grant from American Nurses Foundation in 2021 with Versant and the Los Angeles County College of Nursing and only one program was awarded the grant – LA Medical Center was not one of them
- Funding needs to be made available for those hospitals that take care of vulnerable populations to ensure the goal of the Future of Nursing is achieved to improve health equity – Increase federal loan forgiveness for students who take advantage of externships and internships in the areas of vulnerable populations

Creative transition to practice programs – Nurse Extern program

- Nurse extern programs in nursing school where the students spend a semester of immersion at one hospital that they hope to work at when they are done and begin some of the components of a residency program.
- Funding is needed as the hospital cannot pick up the cost of the instructors without some stipends.
- Could offer some scholarships for this type of program.
- Time to work independently will be minimized if this type of program is in place.
- Practice/Academia partnerships are essential to ensure this happens.
- Some of these were recommended in your last report – Pilot studies need to be funded to encourage innovation

Creative transition to practice programs – Paid internships during the summer

- Students get paid to shadow nurses and begin to learn during the summer between their junior and senior year.
- Some on the job training occurs with these programs.
- Could fund projects to develop this curriculum so there is some consistency across the country
- Again encourage academia/practice partnerships to develop these programs. Possible academic stipends or tuition renumeration for preceptors.

Advance Practice Nursing Residencies are needed

- American Nurses Association has developed guidelines for Nurse Residencies including for Advanced Practice Nurses.
- Physician shortages in Primary Care are going to drive the need for more NPs – good example is in central California where rural areas are bringing in foreign physicians
- Funding is needed for these programs as some healthcare systems cannot fund these programs without assistance
- Possibly fund as per the ACGME funding that allow for oversight by experts

Full Practice Authority for APRNs is needed

- Federal legislation may be necessary or National Council of State Board oversight as some states cannot get this approved
- Examples of where there are restrictions are hindering patients getting appropriate care – Simple example diabetic shoes cannot be ordered by NPs in California, they need to be ordered by an MD

Healthy Work Environments

- Nurse wellness programs are needed as some nurses are leaving the profession all together – Joslin i
- Workplace violence is increasing and nurses are at risk of injury from patients
- Research has shown that the more of the AACN Healthy Work Environment Standards are implemented the lower the intent to leave the practice environment and retention increases

AACN Healthy Work Environment Standards

- Skilled Communication
- True Collaboration
- Effective Decision Making
- Appropriate Staffing
- Meaningful Recognition
- Authentic Leadership

Communication, Collaboration and Leadership and the Impact on Patient Outcomes and Nurse Retention – Blake 2012

- The better the communication and collaboration RN- RN and RN – MD to lower the risk adjusted length of stay, risk adjusted outcome and central line infection
- The better the leadership the lower the nurse intent to leave

Innovative is needed

- Things need to change in nursing in order to recruit and retain nursing students, faculty and the current workforce
- Funding is needed to address the faculty shortage – for nurses to leave the bedside and go into academic they take a cut in pay- this is not sustainable
- Pilot programs that are creative are possible as we cannot keep doing these same thing and expect the pipeline to grow
- We need to encourage novel programs that can be tested and piloted – Seed funding is needed for these programs

Questions





Thank You

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