



Overview: Division of Nursing and Public Health Title VIII Programs

National Advisory Council on Nurse Education and Practice (NACNEP)

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Bureau of Health Workforce

Vision: Healthy Communities, Healthy People



Agenda

- 1 BHW & DNPH Overviews
- 2 Nursing Workforce Development Program Overviews
- 3 Review of NACNEP Recommendations
- 4 Review of Considerations for Programmatic Implementation
- 5 Q & A Session



HRSA Workforce Program Aims



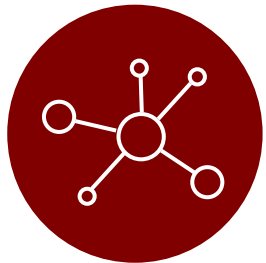
ACCESS

Make it easier for people to access health care



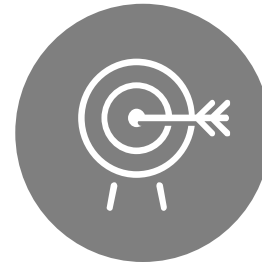
SUPPLY

Balance the supply of health workers with the demand for care



DISTRIBUTION

Improve distribution of the health workforce



QUALITY

Improve the quality of the health workforce and the care they provide

Nursing Workforce Development Programs

NURSING WORKFORCE DEVELOPMENT PROGRAMS

help address the critical shortage of nurses in high-need areas, whether urban, rural, or tribal.

FY 2021

\$175.8M



28,902
trainees

AY 2020-2021

Trainees from disadvantaged backgrounds	41%
Training sites	5,545
Training sites in medically underserved communities	61%
Graduates	12,783



Division of Nursing and Public Health (DNPH)

DNPH administers and provides oversight of nursing, behavioral and public health workforce development programs



Annual Budget:  +\$610M  FTEs: 51

Awardees	Funding Mechanisms
<ul style="list-style-type: none">• Academic Institutions• Clinical Facilities• Community Partners	<ul style="list-style-type: none">• Grants• Cooperative Agreements• Contracts

IMPACT

- Expanded academic-practice-community partnerships
- Enhancements to curriculum and clinical training
- Faculty development and other continuing education opportunities



General Provisions of Title VIII

Funding uses:

- ▶ Training program development and support, faculty development, model demonstrations, trainee support, technical assistance, workforce analysis, and dissemination of information.

Eligible Entities:

- ▶ Schools of nursing, nursing centers, academic health centers, State or local governments, and other public or private non-profit entities approved by Secretary

Funding Preferences:

- ▶ Substantially benefit rural or underserved populations, or help meet public health nursing needs in State or local health departments



Section 811: Advanced Nursing Education

Statute Purpose	Nursing Pathways Supported	Programs
<ul style="list-style-type: none">• Support the enhancement of nursing education and practice• Provide traineeships for individuals in advanced nursing education programs	<ul style="list-style-type: none">• Advanced Education Nurse Workforce• Nurse Practitioner• Nurse Midwifery• Nurse Anesthesia• Traineeships• Other Educational Programs	<ul style="list-style-type: none">• Advanced Nursing Education (ANE):<ul style="list-style-type: none">• Workforce (ANEW)• Nurse Practitioner Residency (NPR)• Sexual Assault Nurse Examiners (SANE)• Nurse Practitioner Residency Integration (NPRIP)• Nurse Anesthetist Traineeship (NAT)



Section 821: Nursing Workforce Diversity

Statute Purpose	Activities Supported	Programs
<ul style="list-style-type: none">• Increase nursing education opportunities for individuals from disadvantaged backgrounds (including racial and ethnic minorities underrepresented among registered nurses)	<ul style="list-style-type: none">• Student scholarships or stipends for:<ul style="list-style-type: none">• Diploma or associate degree nurses to enter bridge or degree completion program• Accelerated nursing degree programs• Pre-entry preparation• Advanced education preparation• Retention activities	<ul style="list-style-type: none">• Nursing Workforce Diversity Program (NWD)



Section 831: Nurse Education, Practice, Quality and Retention

Statute Purpose	Activities Supported	Programs
<p>Three priorities:</p> <ul style="list-style-type: none"> • Education • Practice • Retention 	<ul style="list-style-type: none"> • Expand enrollment in baccalaureate programs • Provide education in new technologies • Establish or expand nursing practice arrangements • Providing coordinated care • Developing cultural competencies • Promoting advancement for nursing personnel • Enhancing patient care delivery 	<ul style="list-style-type: none"> • Nurse Education, Practice, Quality, and Retention (NEPQR) • Mobile Health Training Program (MHTP) • Interprofessional Collaborative Practice: Behavioral Health Integration (IPCP-BHI) • Simulation Education Training (SET) • Registered Nurse Training Program (RNTP) • Clinical Faculty and Preceptor Academies(CFPA) Program



Section 846A: Nursing Faculty Loan Program

Statute Purpose	Activities Supported	Programs
<ul style="list-style-type: none">Establish and operate a student loan fund to increase the number of qualified nursing faculty	<ul style="list-style-type: none">Interest-bearing NFLP loan fund that is used to prepare advanced practice nurses to become nursing faculty.Graduates receive 85% loan cancellation for 4 years of service as nurse faculty.	<ul style="list-style-type: none">Nurse Faculty Loan Program (NFLP)



Nurse Education and Practice (NEP) Branch



NEPQR-RNTP

Enhance nursing education and practice to increase the number of nursing students trained in acute care settings to address and manage social determinant of health factors and improve health equity and health literacy in underserved areas.



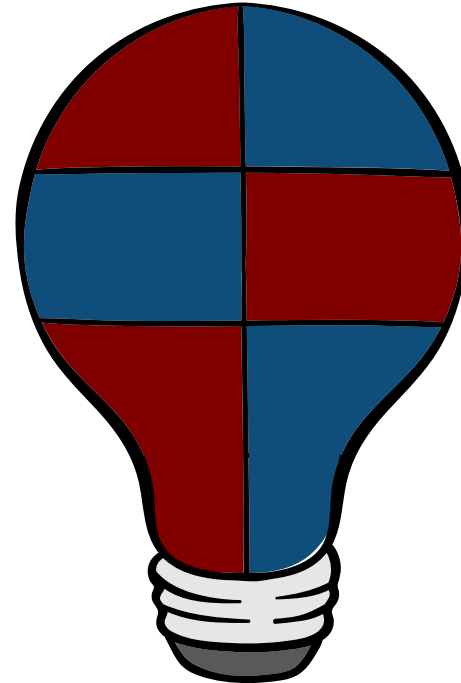
NEPQR-CFPA

Support the creation of academies, consisting of academic-clinical-community partnerships, that develop and implement formal nurse education training curriculum used to train clinical nursing faculty and preceptors.



NEPQR-IPCP-BHI

Integrates evidence-based, interprofessional team-based models of behavioral health services into nurse-led primary care



CHWTP

Increase the number of Community Health Workers (CHWs) and Health Support Workers and equip them with the skillsets needed to provide effective community outreach build trust with communities, support connections to and retention in care and support services, and other strategies to increase access to care

NEPQR-SET

Expand the use of experiential learning and innovative simulation-based technology to strengthen the capacity of PH nursing students



NEPQR-MHTP

Provides enhanced education and training opportunities within collaborative, reciprocal partnerships, utilizing community-based, nurse-led mobile units.



NWD

Provides educational opportunities for individuals from disadvantaged backgrounds



Summary of Funding

FY 2022 Investments	Number of Awards	Total Investment	Project Period
Nursing Workforce Diversity (NWD)	41	\$21.5M	July 1, 2021 – June 30, 2025 4 Years
Nurse Education, Practice, Quality and Retention (NEPQR)-Registered Nurse Training Program (RNTP)	14	\$4.75M	September 30, 2022 – September 29, 2025 3 years
Nurse Education, Practice, Quality and Retention-Clinical Faculty and Preceptor Academies (NEPQR-CFPA) Program	10	\$8.4M	September 30, 2022 – September 29, 2026 4 years
Nurse Education, Practice, Quality and Retention (NEPQR) -Mobile Health Training Program (MHTP)	25	\$23.4M	July 1, 2022- June 30, 2026 4 Years
Nurse Education, Practice, Quality and Retention Simulation Education Training (NEPQR-SET)	12	\$5.7M	September 1, 2022 – August 31, 2024 2 years
Nurse Education, Practice, Quality and Retention (NEPQR)-Interprofessional Collaborative Practice (IPCP): Behavioral Health Integration (BHI)	17	\$8.09M	July 1, 2020 – June 30, 2023 3 Years
Community Health Worker Training Program (CHWTP)	83	\$225.5M	September 15, 2022 – September 14, 2025 3 years



Advanced Nursing Education (ANE) Branch



FY 22 Summary of Funding

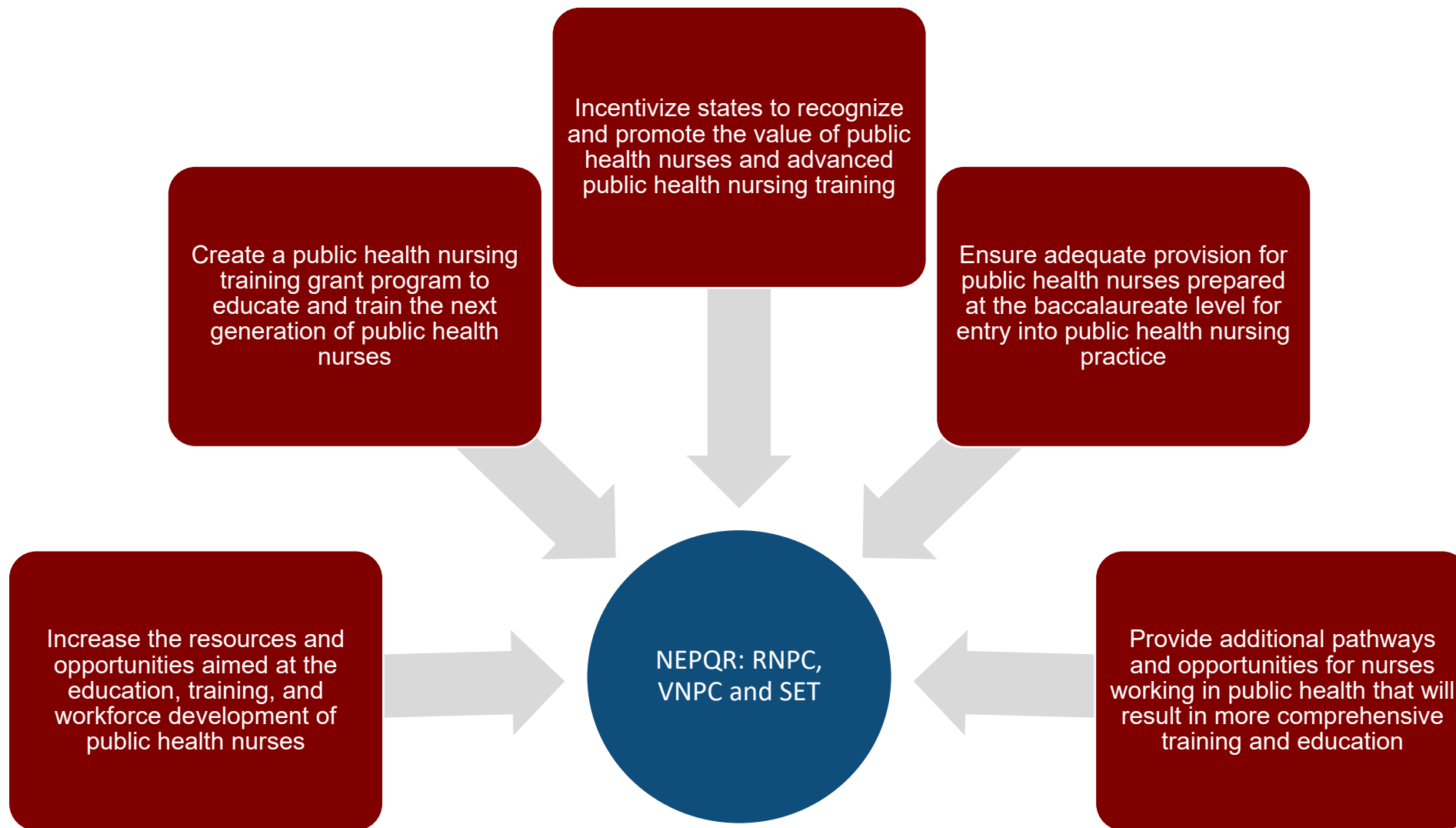
FY 2022 Investments	Number of Awards	Total Investment	Project Period
Advanced Nursing Education Nurse Practitioner Residency (ANE-NPR)	36	\$23.7M	4 years 2019 - 2023
Advanced Nursing Education Nurse Practitioner Residency Integration Program (ANE-NPRIP)	10	\$5.7M	3 years 2020-2023
Advanced Nursing Education Workforce (ANEW)	57	\$35.6M	4 years 2019 - 2023
Advanced Nursing Education-Sexual Assault Nurse Examiners (ANE-SANE)	28	\$12.7M	3 years 2021 - 2024
Nurse Anesthetist Traineeship (NAT)	80	\$2.2M	3 years 2020 - 2023
Nurse Faculty Loan Program (NFLP)	80	\$26.5M	1 year (annual) 2022 - 2023



NACNEP Recommendations



12th Report: Public Health Nursing: Key to Our Nation's Health



13th Report: Incorporating Interprofessional Education and Practice into Nursing

Increase Title VIII funding for interprofessional education and practice and expand current sources and existing funding categories to promote new models of healthcare to improve population health and value

- **BHI, RNPC, ANE-NPR, ANE-NPRIP, ANE-SANE**

Fund joint demonstration projects between academia and practice to include community based and rural settings that develop innovative models of clinical education to prepare health professionals for team-based care

- **ANEW, ANE, RNPC, BHI, IPCP, ANE-NPR, ANE-NPRIP, ANE-SANE**

Explore and develop new models of interprofessional clinical practice to achieve key health care goals of better care, improved health outcomes, and lower cost.

- **IPCP, BHI, ANE-NPR, ANE-NPRIP, ANE-SANE**



14th Report: Preparing Nurses for New Roles in Population Health Management

Better coordinate undergraduate nursing student training programs to reduce administrative burdens on schools and clinical sites and expand access to a wider variety of clinical sites

MHTP, RNPC, VNPC, ANE



Develop more public health infrastructure in rural, frontier, inner city and other underserved areas including improving access to HIT, telehealth

SET, RNPC, VNPC, ANEW, ANE-NPR, ANE-NPRIP



Funding opportunities that include expanding population health clinical learning opportunities, curricular innovations that integrate population health, training to better prepare faculty to teach population health management

RNPC, VNPC, MHTP, ANEW, ANE-NPR, ANE-NPRIP, ANE



Providing access to educational grants for nursing students from underrepresented or minority backgrounds and/or for minority serving schools or nursing and address complex health needs of an increasingly diverse US population

NWD, NWD-E2



15th Report: Promoting Nursing Leadership in the Transition to Value-Based Care

Promote value-based care through funding of demonstration projects that study costs, access, and quality outcomes of nurse-led interdisciplinary teams

- NEPQR:BHI, IPCP

Promote value based care through partnerships between community health centers and academia where APRNs do not have full practice authority...collecting data showing identified benefits and outcomes

- ANE-NPR
- ANE-NPRIP

Academic and practice initiatives that advance development of undergraduate and graduate nurse competencies associated with improved population health outcomes

- NEPQR:BPCS, RNPC, VNPC
- ANEW

Advance value-based care through funding of educational and training initiatives in areas of population health, data analytics informatics and connected care (tele-health) to address the needs of rural and underserved communities

- NEPQR:RNPC, VNPC, BHI



16th Report: Integration of Social Determinants of Health in Nursing Education, Practice and Research

Fund/support academic-community organization partnerships to establish clinical placements and service-learning opportunities for nursing students that provide a range of practice experiences with emphasis on addressing the social determinants of health with nurse-led interprofessional teams

Fund demonstration projects related to residency programs for advanced practice registered nurses that emphasize strategies to address the social determinants of health among vulnerable populations in rural and underserved communities

Research/demonstration projects that implement innovative strategies for the integration of the social determinants of health in curricula for nursing students that include faculty development, effective delivery models, and identification of best practices

Expand investment in the social determinants of health science through the NINR, NCATS, and other federal research agencies including infrastructure and training, support research studies on best practices relative to the right competencies, assessment, and evaluation of strategies to address the social determinants of health



17th Report: Preparing Nurse Faculty, and Addressing the Shortage of Nurse Faculty and Clinical Preceptors

Allocate specific funding to programs that promote an increase in the number of nurse faculty and clinical preceptors, and that support nurse faculty development by incorporating academic coursework in nursing education theory and pedagogy

Provide funding to develop a nurse faculty residency program that emphasizes strategies to improve faculty recruitment, preparation, development, and retention

Allocate specific funding for the creation of a national center devoted to nursing education and the development of nurse faculty and clinical preceptors. NACNEP further recommends that HRSA lead the implementation of this center as a federal-private partnership, in coordination with professional nursing and non-federal philanthropic organizations

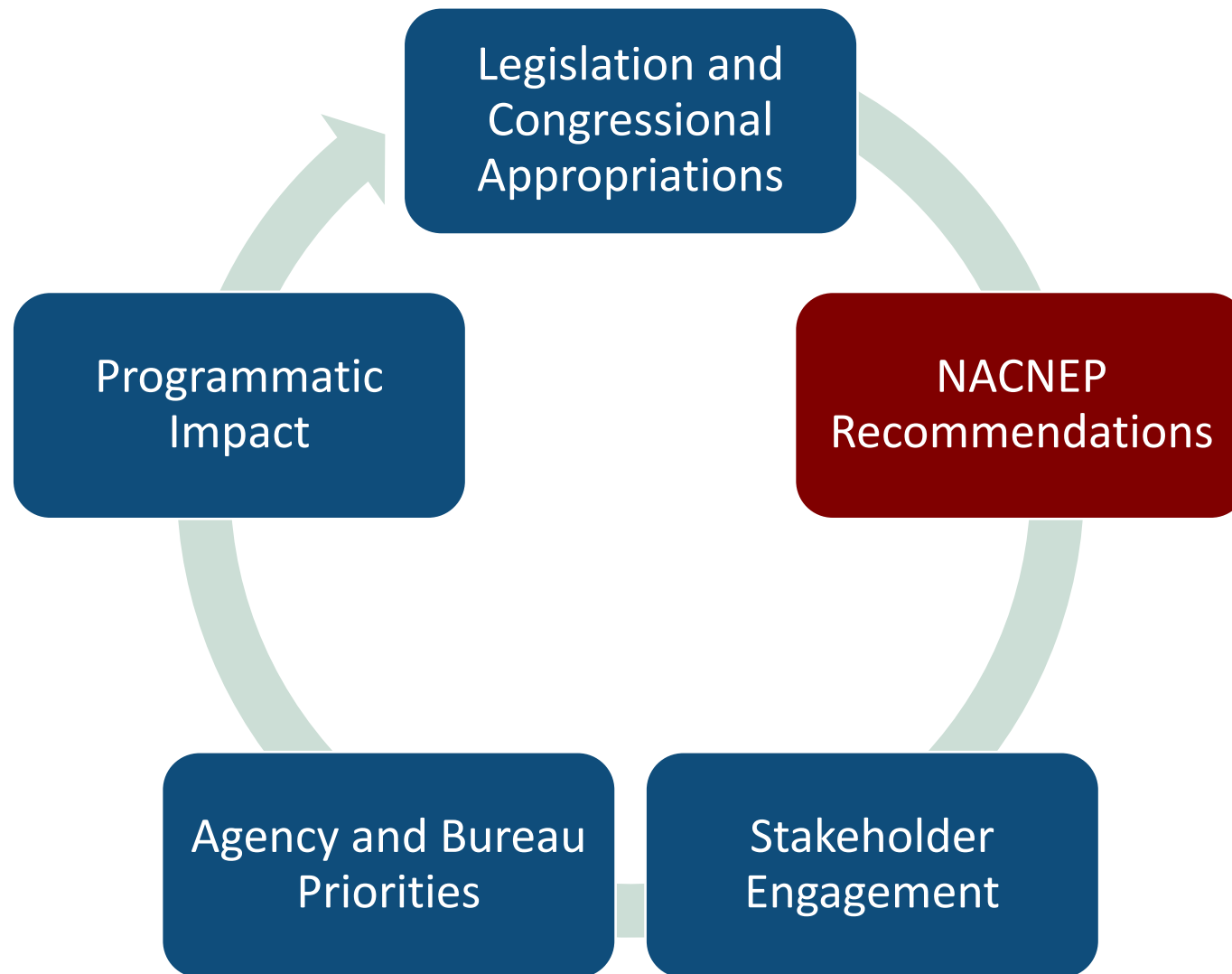


Program Themes from NACNEP Recommendations

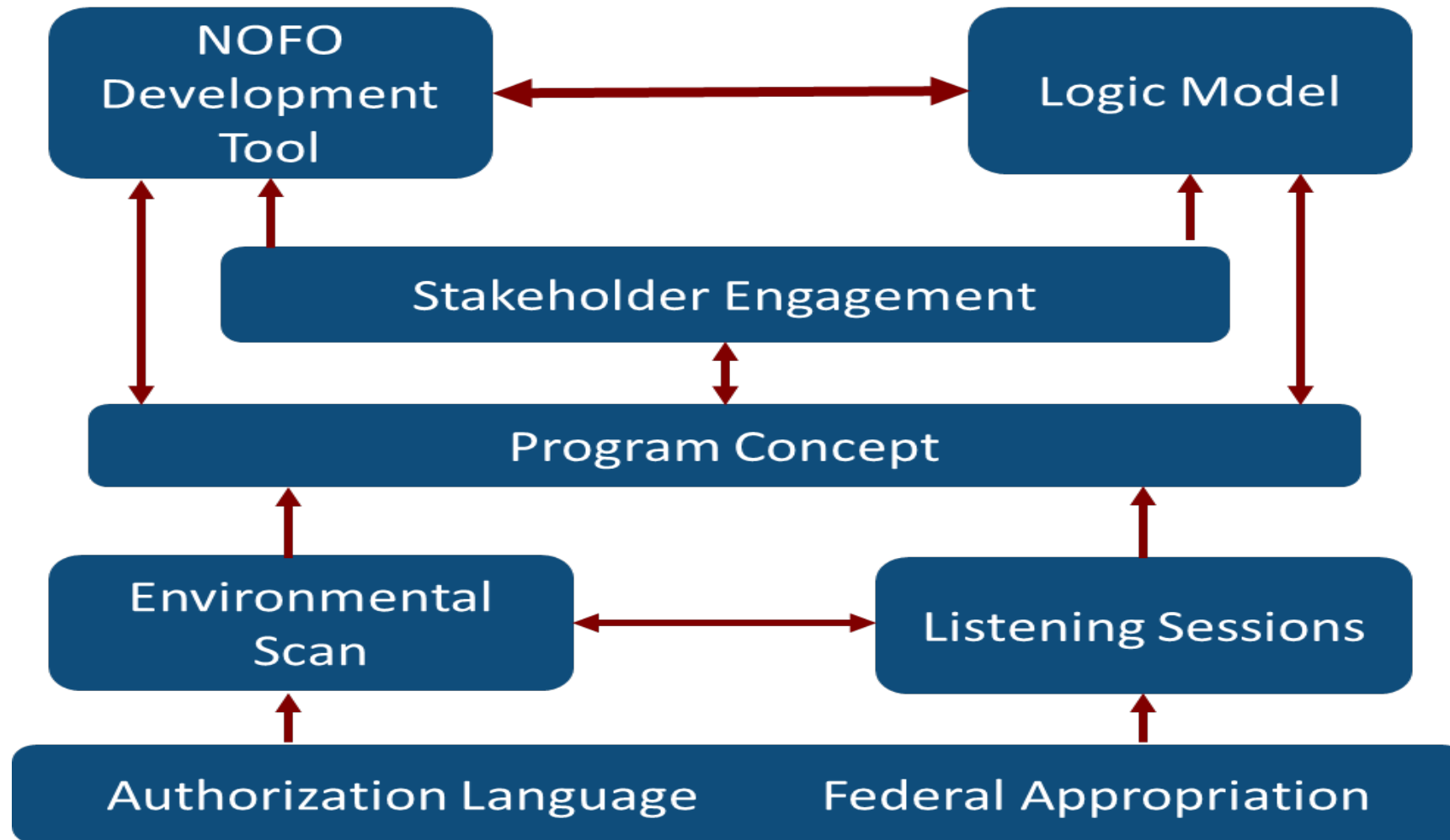
- ▶ **Nurses Role in Primary Care**
- ▶ **Diversity**
- ▶ **Social determinants of Health**
- ▶ **Interprofessional team-based care infused in nursing education and practice**
- ▶ **Innovative models of training and practice including virtual learning/telehealth**
- ▶ **Academic-Practice partnerships to bolster nursing education and practice**
- ▶ **APRN Residency Programs**



Considerations for Programmatic Implementation



BHW Notice of Funding Opportunity (NOFO) Approach



BHW Program/NOFO Timeline



- Federal Appropriation
- Legislative review
- Environmental Scan (NACNEP Rec)
- Program Concept
- Stakeholder Engagement

- Stakeholder Engagement
- Annual Appropriation
- HHS Grants Forecast
- NOFO Development
- Internal Review Process

- NOFO Published
- Technical Assistance
- Stakeholder Engagement
- Objective Review Process

Considerations for the Implementation of NACNEP Recommendations

- Timeline for the implementation of the recommendations
- Are the recommendations proactive and forward thinking in nature given the timeline for implementation?
- Are the recommendations actionable given HRSA scope and the legislative authorities that guide program development and implementation?
- Has the Council considered the capacity and structures in place to implement some recommendations (e.g., recommending a national center, recommendations for DOE, etc.)?
- Are the current recommendations duplicative of past recommendations, or are they updated?
- Are the recommendations complementary of the administration's priorities?



Current HHS and HRSA Strategic Goals

HHS

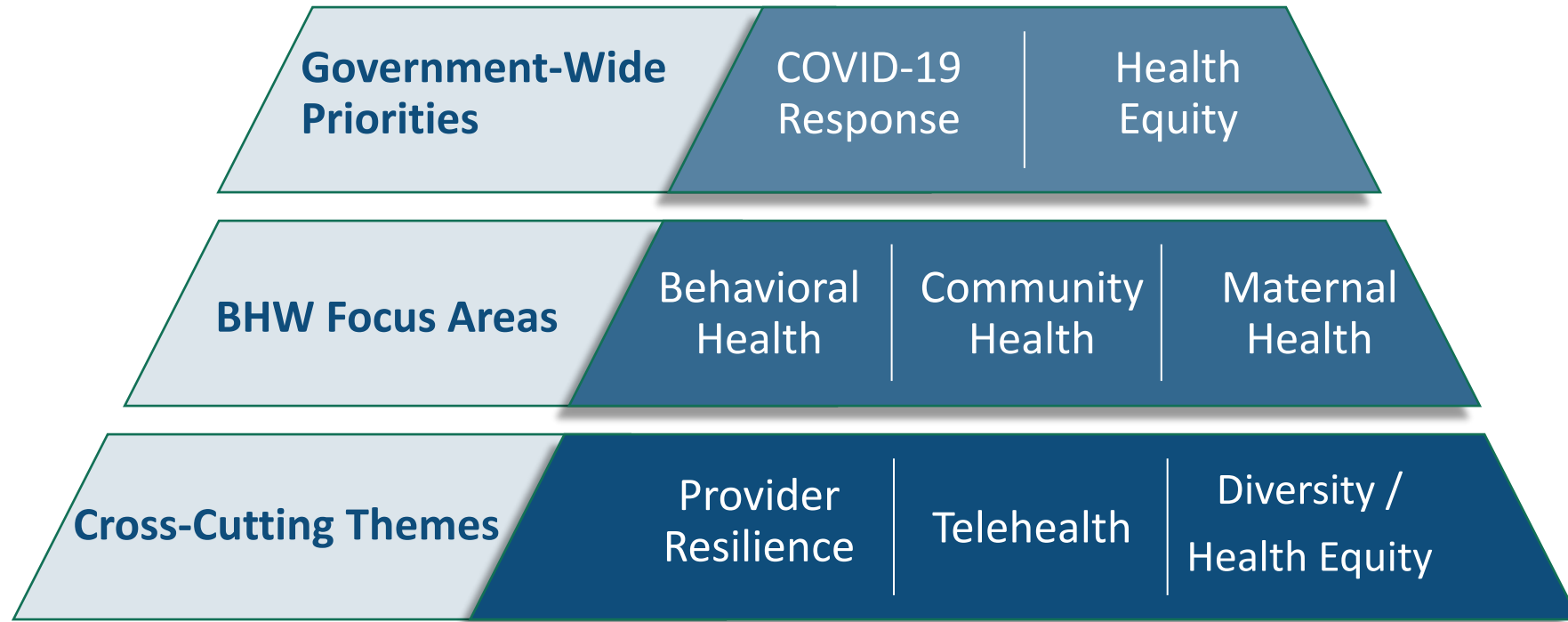
- **Strategic Goal 1:** Protect and Strengthen Equitable Access to High Quality and Affordable Healthcare
- **Strategic Goal 2:** Safeguard and Improve National and Global Health Conditions and Outcomes
- **Strategic Goal 3:** Strengthen Social Well-being, Equity, and Economic Resilience
- **Strategic Goal 4:** Restore Trust and Accelerate Advancements in Science and Research for All
- **Strategic Goal 5:** Advance Strategic Management to Build Trust, Transparency, and Accountability

HRSA

- **Goal 1:** Take actionable steps to achieve health equity and improve public health
- **Goal 2:** Improve access to quality health services
- **Goal 3:** Foster a health workforce and health infrastructure able to address current and emerging needs
- **Goal 4:** Optimize HRSA operations and strengthen program engagement



HRSA Workforce Focus Areas (2022-2023)



HRSA Workforce Aims in FY2023



Increase Supply



Advance Health Equity



Improve Distribution



Promote Resilience



Amplify HRSA Impact

DNPH Programs: Addressing the Needs of Communities We Serve



Health Equity



Are health workers educated & equipped to address SDOH, health inequities, and health disparities for the populations they serve?



Diversity



Does the health workforce and its leadership reflect the diversity of the communities they serve?



Partnerships



Do trainees have access to clinical training opportunities distributed across geographic regions in accordance with the needs of all population groups?



Wellness



Do all health workers have safe, fair and supportive work environments?



Support



Do trainees receive meaningful financial support to reduce burden and encourage program completion, increasing supply, access & distribution?

Fiscal Year 2023 Nursing Workforce Development Investments

Programs	Funding Amount	Program Purpose
Advanced Nursing Education Nurse Practitioner Residency (ANE-NPRF) Program	\$27,074,755 Up to 38 grant awards	To prepare new primary care providers by supporting the expansion and/or enhancement of existing Nurse Practitioner residency programs, with a focus on improving access to quality healthcare for rural, urban, and tribal underserved populations.
Advanced Nursing Education Workforce (ANEW)	\$33,828,907 Up to 50 grant awards	To train advanced practice registered nursing (APRN) students to provide primary care in rural and underserved communities through innovative academic-practice partnerships that prepare primary care APRNs for the unique challenges of practicing in rural and underserved communities
Nurse Anesthetist Traineeships (NAT)	\$2,250,000 Up to 80 grant awards	To increase the number of new Certified Registered Nurse Anesthetists nationwide, and to prepare them to provide care and practice in rural and underserved communities.
Nurse Faculty Loan Program (NFLP)	\$26,500,000 Up to 80 grant awards	To increase the number of qualified nursing faculty nationwide by providing funding to accredited schools of nursing to establish and operate a student loan fund and provide loans to students enrolled in advanced education nursing degree programs who are committed to becoming nurse faculty.
Nursing Workforce Advancing Health Equity – Technical Assistance Center (NWAHE-TAC)	\$3,000,000 One (1) cooperative Agreement	To enhance access to healthcare providers by promoting retention, resilience, and a culture of wellness among the nursing workforce through training and technical assistance via established evidence informed programs and protocols that promote resilience, mental health, and wellness among nurses and within organizations that educate and employ nurses.
Nurse Education, Practice, Quality and Retention-Pathway to Registered Nurse Program (NEPQR-PRNP)	\$8,900,000 Up to 10 cooperative Agreements	To strengthen nursing workforce capacity to improve access to care and health equity through the development and implementation of bridge programs.

Charting the Path Forward...



- Look in the past to inform to steps for the future
- Consider how the recommendations have been and can be implemented
- Consider Timeline for Program Development in relation to Advisory Council Recommendations
- Consider agency scope, core drivers and existing structures to implement recommendations
- Consider role of relevant nursing organizations and the nursing community in policy advancements
- Consider focus for the nursing profession, emerging trends, and needs for populations served – public health nursing, behavioral health needs

Open discussion



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