The background of the slide features a close-up photograph of tree leaves, likely from a birch, with their characteristic serrated edges and vein patterns. The leaves are in various shades of grey and white, suggesting a soft, overcast light. A solid blue horizontal banner is overlaid across the middle of the image, containing the main title in white text. Below the banner, a grey horizontal band contains the date.

Findings from the Future of Nursing: Campaign for Action Action Coalition Survey

December 10, 2015

Team



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A grayscale photograph showing a close-up of hands working on a document. One hand holds a pen, and another hand holds a ruler. The ruler has markings for 50, 60, 70, 80, 90, and 100. A blue horizontal band is overlaid across the middle of the image, containing the word "Introduction" in white text.

Introduction

About the Survey

- TCC administered an online survey to all Action Coalitions (ACs) as a follow up to the 2013 survey.
- 1,036 Action Coalition participants from all 50 states and Washington, D.C. completed the survey.
- ACs distributed the survey themselves, so an exact response rate is not known.





Overall Campaign Opinion

Respondents were asked about their perceptions on the overall Campaign in a variety of areas.

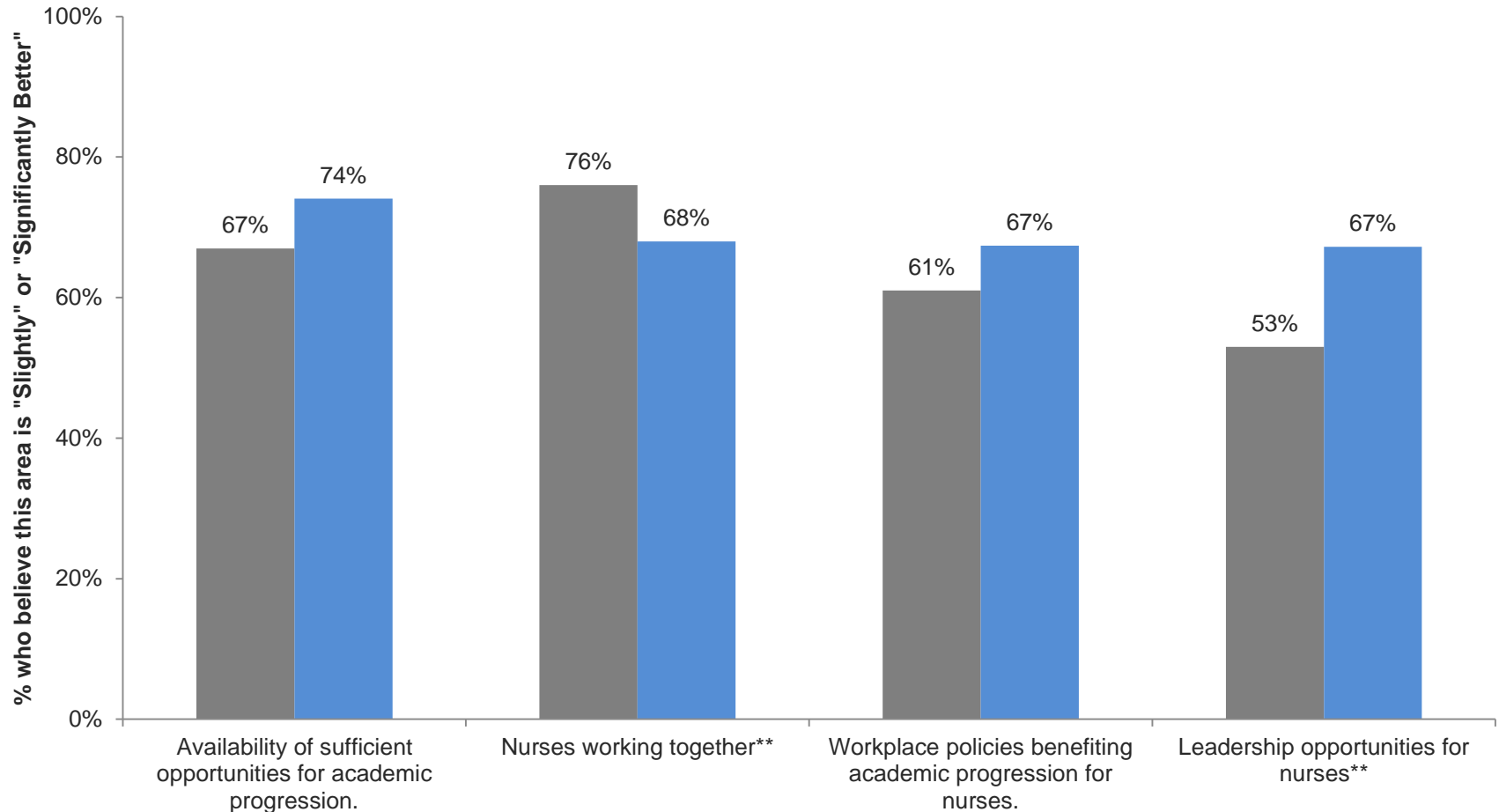
- Many respondents are clear on the goals of the campaign, though fewer are clear on the strategy.
- States perceive a strong value of the national Campaign overall, with room for improvement on specific activities.
- States continue to perceive a lack of opportunities for engagement with other ACs.
- State perception of fairness in grant support distribution has increased.

A grayscale photograph showing a close-up of hands working on a document. One hand holds a pen, and another hand holds a ruler. The ruler has markings for 50, 60, 70, 80, 90, and 100. A blue horizontal band is overlaid across the center of the image, containing the word "Outcomes" in white text.

Outcomes

Nationwide Outcome Data for 2013 and 2015

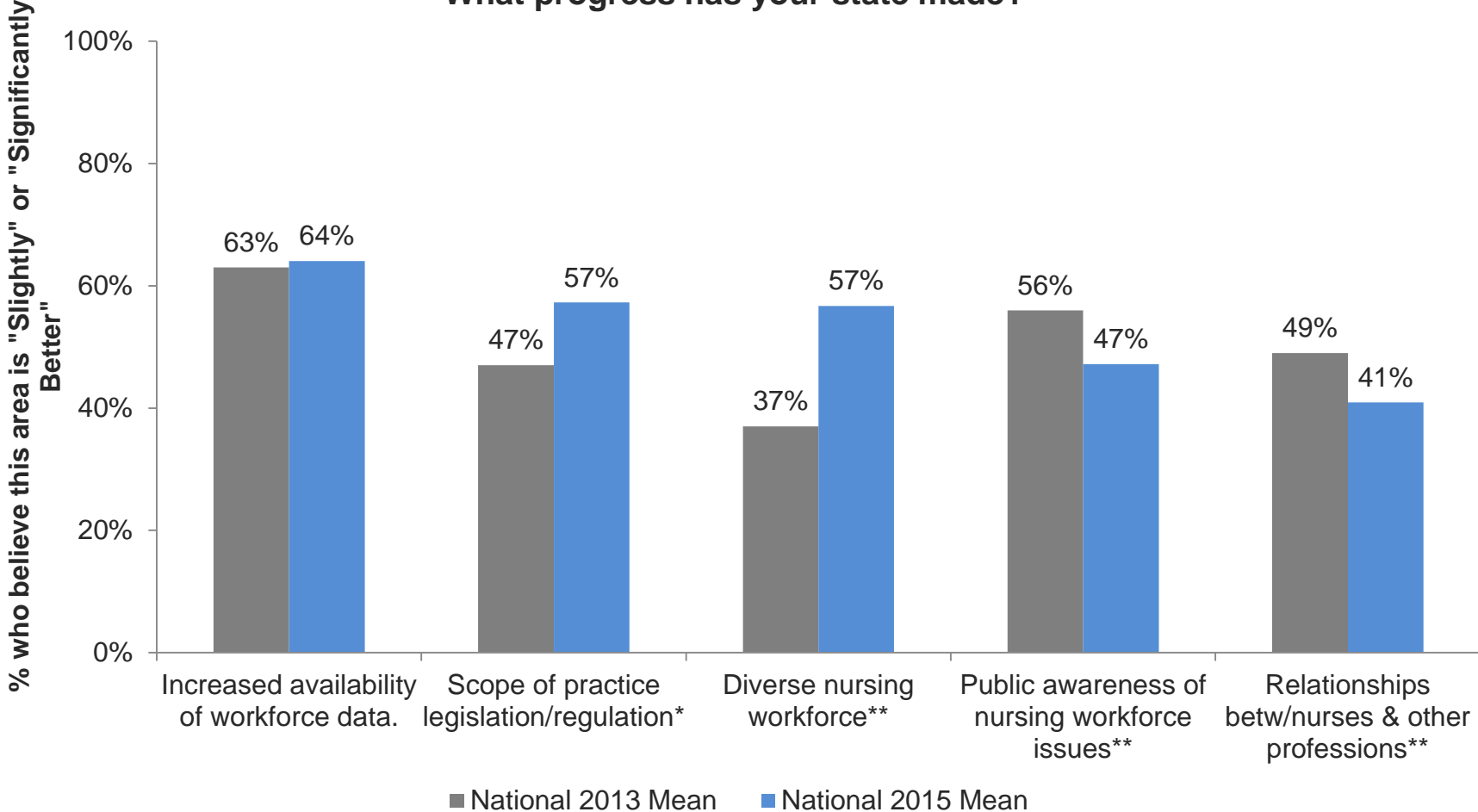
Since the Institute of Medicine report,
What progress has your state made?



**Change from 2013 to 2015 was significant at a level of $p < .01$

Nationwide Outcome Data for 2013 and 2015, continued

Since the Institute of Medicine report, What progress has your state made?



*Change from 2013 to 2015 was significant at a level of $p < .05$

**Change from 2013 to 2015 was significant at a level of $p < .01$

Responses to the Open-Ended Question, “What has had the biggest impact in your state regarding nursing in the last five years?”

Response	% with Response
Education/academics	35%
Barriers to practice/scope of practice	18%
Legislation and politics	13%
Partnerships, relationships, & collaboration	12%
Jobs or workforce issues	10%
Strong state or national initiative/s	7%
Major challenges still exist	7%
Another issue was mentioned	8%

Degree to which Respondents Contribute Change to ACs

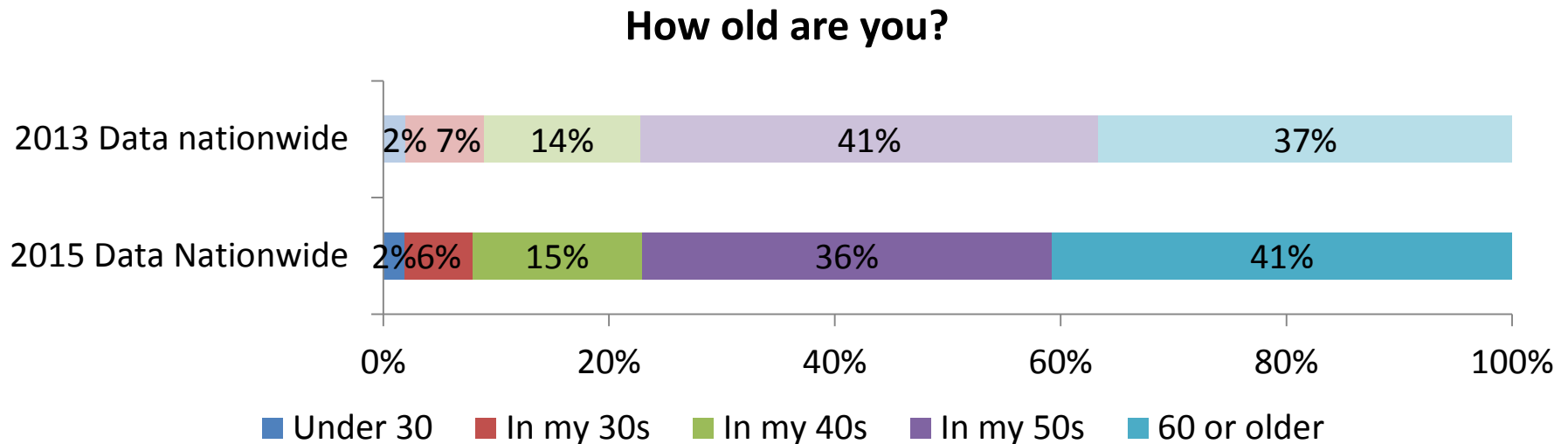
Contribution from ACs	Less Contribution from ACs
Nursing education stakeholders working together (59%)	Relationships between physicians and nurses (25%)
Nursing leadership organizations working together (59%)	Media coverage of nursing workforce issues (34%)
Leadership opportunities for nurses (53%)	Nurses (in (36%))



Overall Demographics

The age breakdown of respondents is reflective of the greater challenges in the aging of the nursing workforce.

- Most respondents are in their 50s or older.



- The 2013 NCSBN survey found 53% of working nurses are 50 years old or older and the average age is 50.
- About 10% of respondents who answered the question about areas impacting nursing in their state cited the “aging workforce and population.”



Support Services

The effectiveness of each type of support service from the national campaign.

Most Useful	Least Useful
In-person meetings (88%)	Support in Fund Development (70%)
Learning Collaborative Conference Calls (85%)	CFA Newsletter (71%)
Strategic Planning Help (83%)	CFA Email Updates (73%)



State Priorities

Respondents were asked to rank the priority level of six IOM recommendations on a scale of one (highest) to six (lowest).

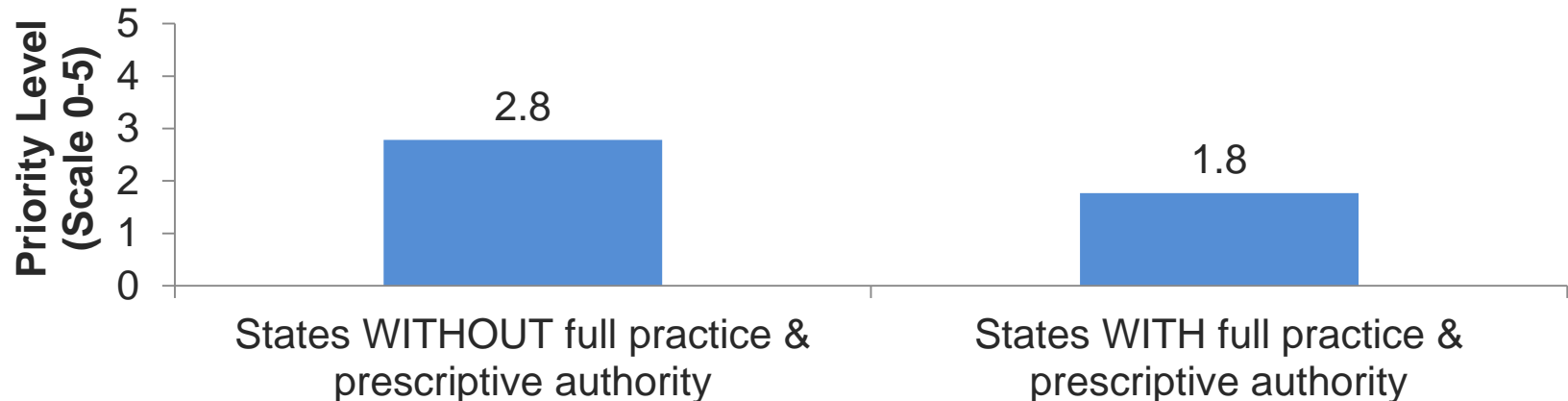
- Education (26 states) and leadership (17 states) are top priorities of most (43) states.
- Most states did not list interprofessional collaboration and data were as high priority.
- Diversity was not highly-prioritized by any states.



The 30 states without full practice & prescriptive authority consider removal of barriers a higher priority.

- Data was also analyzed to determine the average level of support for specific IOM recommendations, by state.
- Ratings were recoded so that ascending numbers indicated a higher priority. For example, items coded as top priority were coded to have a score of 5, on a scale of 0-5.

**Average Priority of Removing Barriers
(Higher number corresponds to higher priority)**

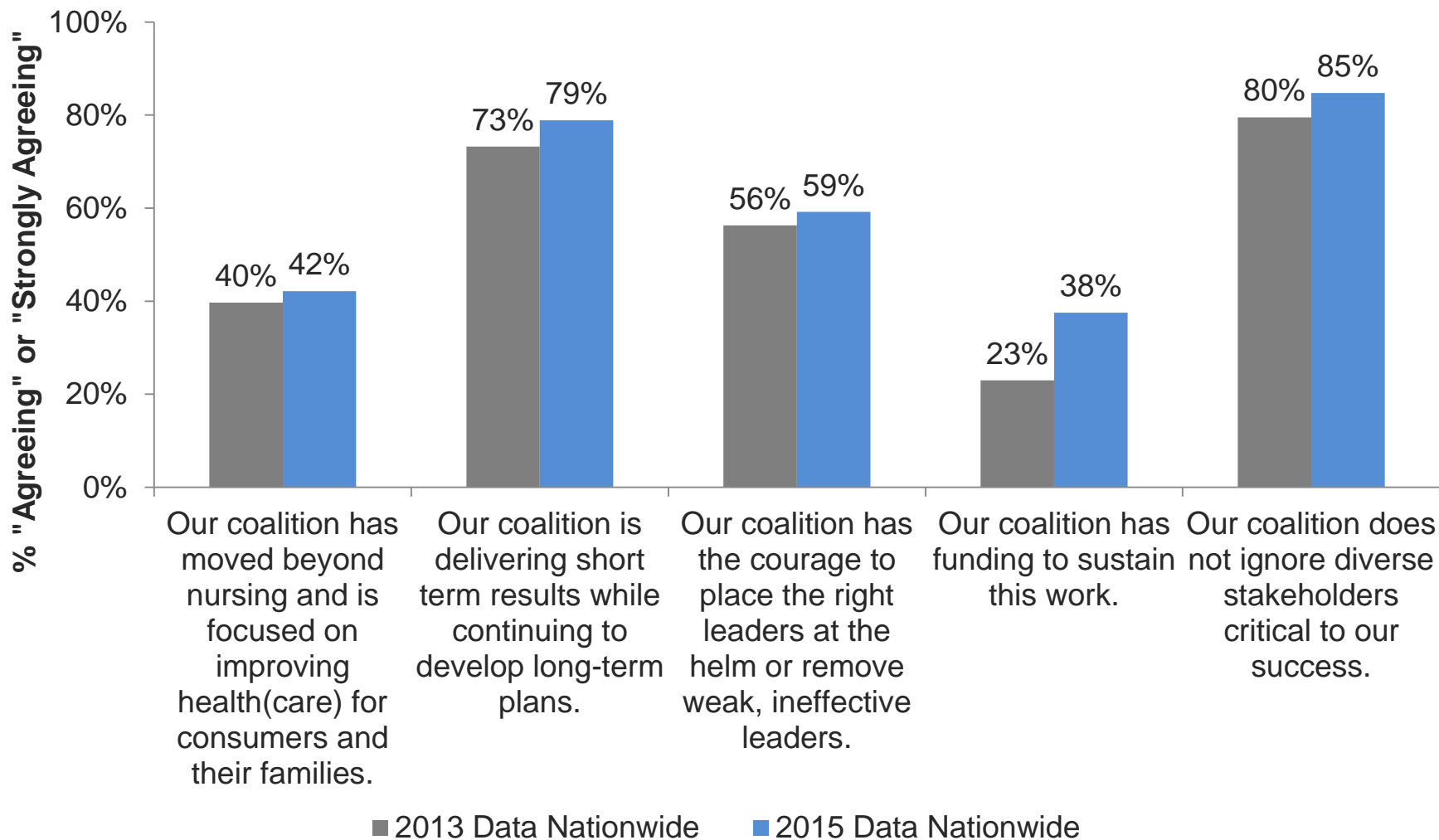




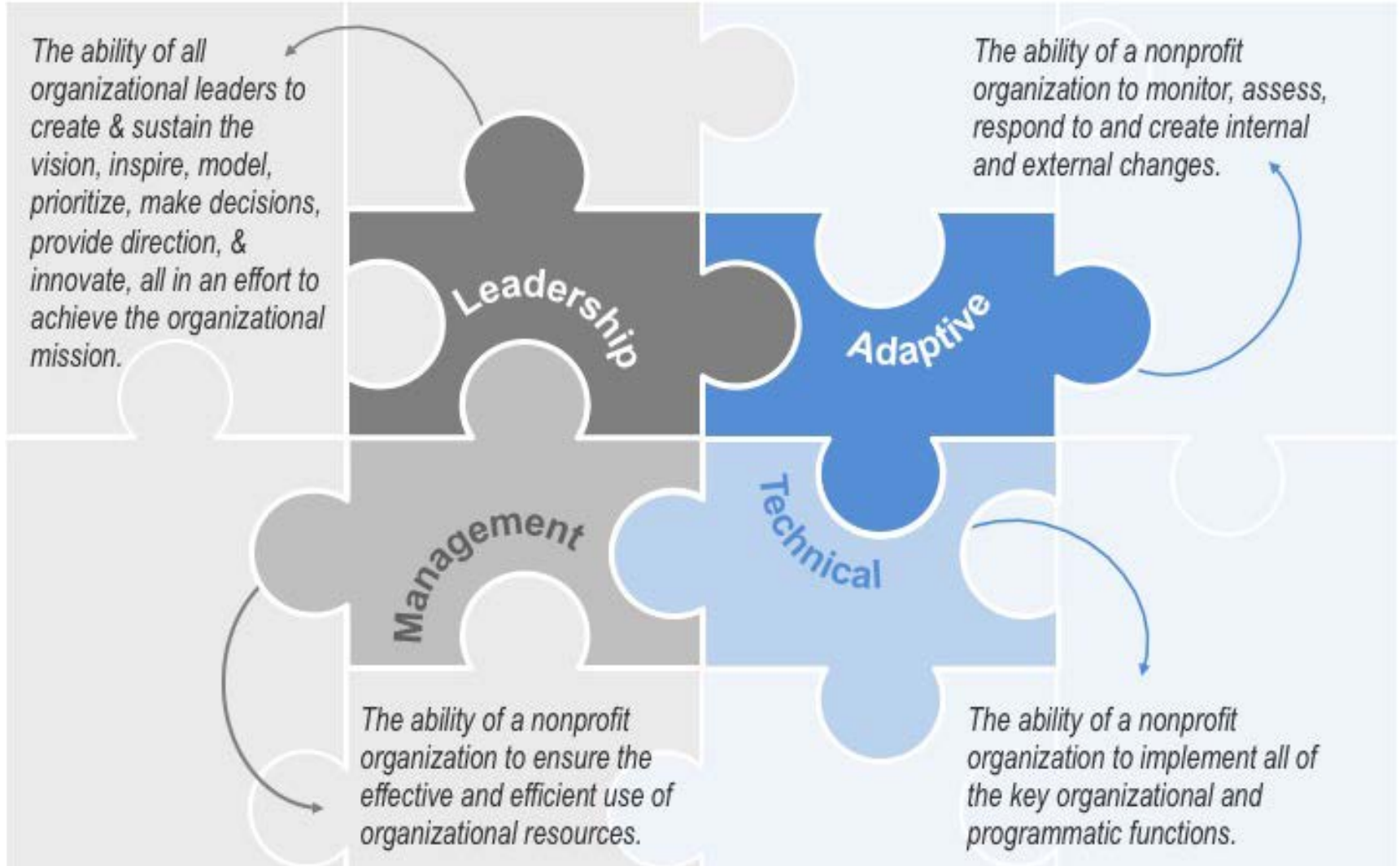
Action Coalition Capacity

Campaign Imperatives

To what extent do you agree/disagree?
Our AC...



Capacity assessments were viewed through the lens of the Four Core Capacities Model, a way of looking at organizational effectiveness.



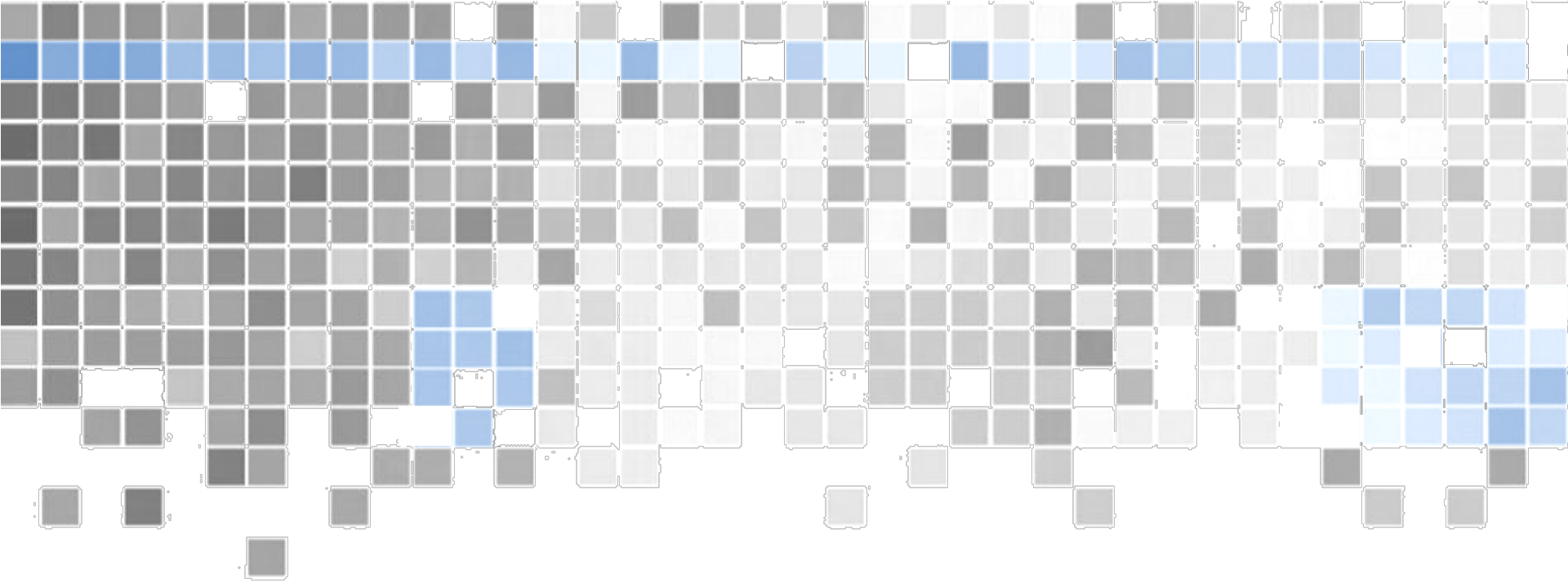


Adaptive Capacity

Adaptive Capacity Findings



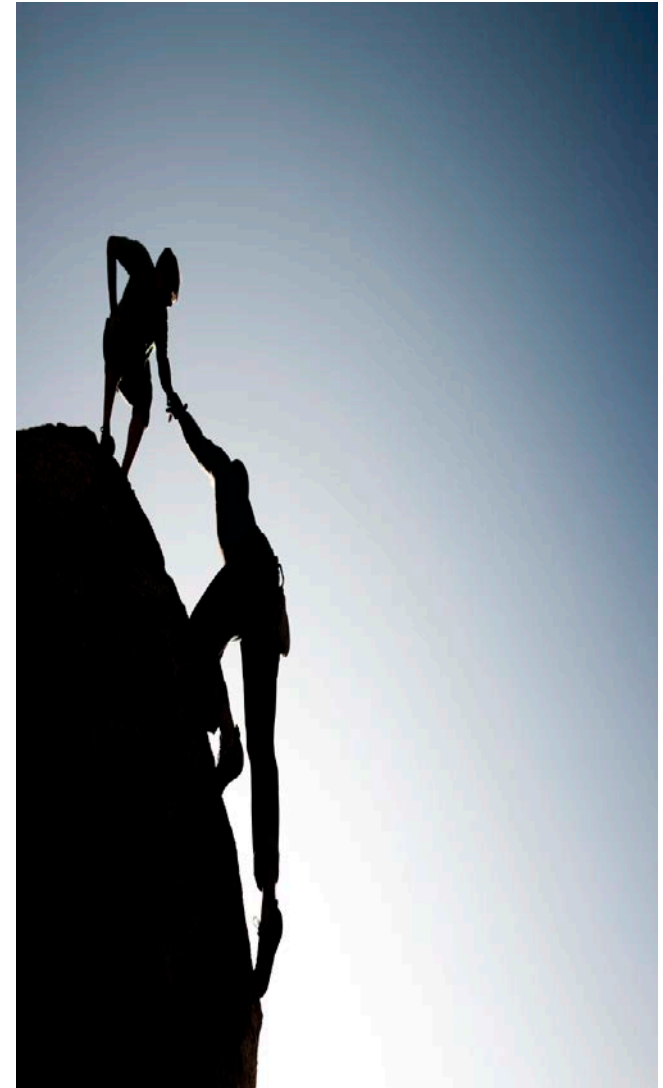
- There was a decline in states reporting they have a relevant strategic plan.
- ACs are doing a good job of monitoring the external environment and tracking their progress against stated targets.
- Only 52% reported having a sustainability plan and only 31% have a succession plan



Leadership Capacity

Leadership Capacity Findings

- ACs exhibit strong leadership capacity, though there has been a decline since 2013.
- There remains a high level of trust within ACs.
- There is increased perception of “leaders in name only.”
- There may be a focus on planning over action in some ACs, but may reflect cyclical nature of Campaigns.





Management Capacity

Management Capacity Findings



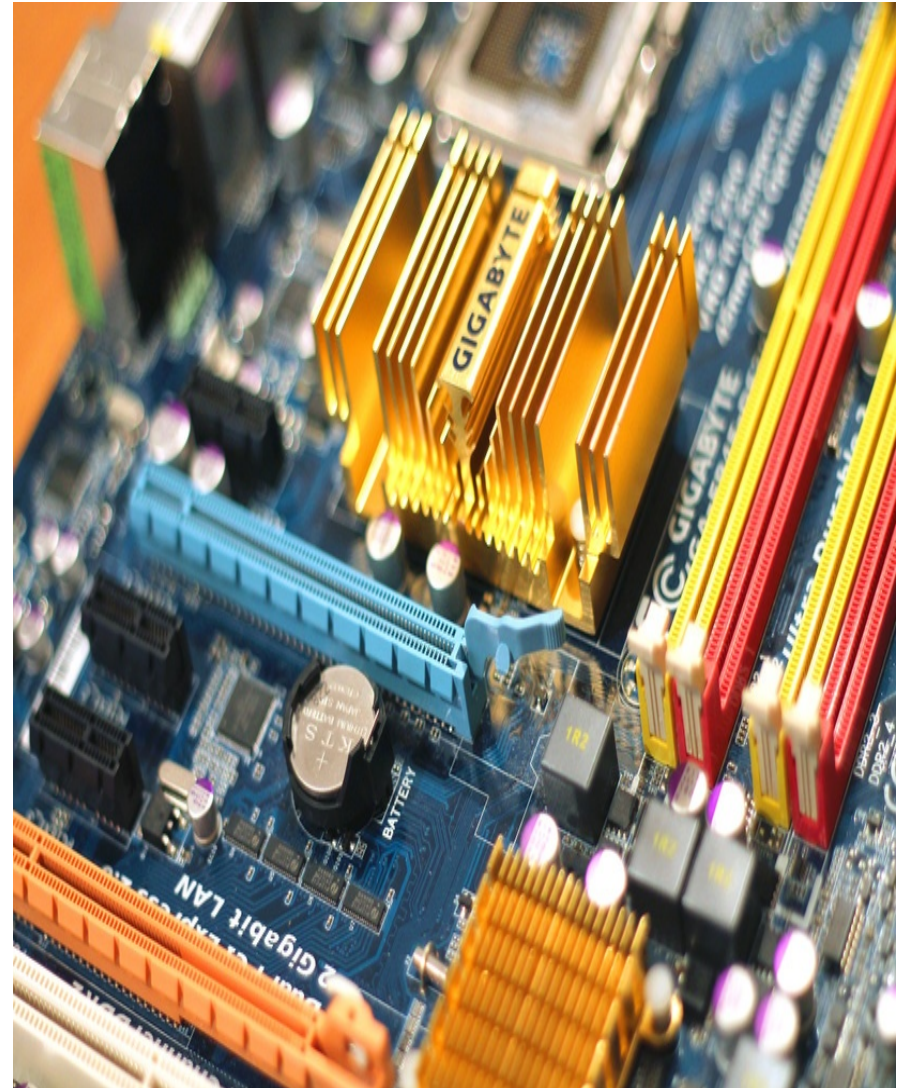
- Many ACs are doing a satisfactory job of translating value to their members, but the value proposition is not clear to all.
- Respondents increasingly believe their ACs efficiently manage financial resources.
- ACs are doing moderately well at managing their membership.



Technical Capacity

Technical Capacity Findings

- Respondents continue to report financial resource constraints.
- Most ACs have adequate organizational support.





Recommendations

Recommendations

- Find ways to meaningfully engage non-nurses in the work and align AC work with the health needs of consumers
- Recruit and retain nurses under 50 in ACs
- Promote goal setting and monitoring.
- Update strategic plans.
- Develop succession and sustainability plans.



Thank You!