

FUTURE OF NURSING™

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



Robert Wood Johnson Foundation

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Recommendation 8

PREPARING NURSES TO RESPOND TO
DISASTERS AND PUBLIC HEALTH
EMERGENCIES

Recommendation #8 PREPARING NURSES TO RESPOND TO DISASTERS AND PUBLIC HEALTH EMERGENCIES

To enable nurses to address inequities within communities, federal agencies and other key stakeholders within and outside the nursing profession should strengthen and protect the nursing workforce during the response to such public health emergencies as the COVID-19 pandemic and natural disasters, including those related to climate change.

#	Sub-Recommendation
8.1	Actions for the CDC
8.2	Develop and support emergency preparedness and response knowledge base of the nursing workforce
8.3	Lead transformational change in nursing education to address workforce development in disaster nursing and public health preparedness
8.4	Employer emergency response plans

8. PREPARING NURSES TO RESPOND TO DISASTERS AND PUBLIC HEALTH EMERGENCIES

8.1 CDC should fund a National Center for Disaster Nursing and Public Health Emergency Response, along with additional strategically placed regional centers, to serve as the “hub” for providing leadership in education, training, and career development that will ensure a national nursing workforce prepared to respond to such events. CDC, in collaboration with the proposed National Center for Disaster Nursing and Public Health Emergency Response, should rapidly articulate a national action plan for addressing gaps in nursing education, support, and protection that have contributed to the lack of nurse preparedness and disparities during such events.

1. Key Strategic Stakeholders

Nursing Organizations

American Academy of Nursing; American Association of Colleges of Nursing; American Nurses Association; International Council of Nurses; National League for Nursing, Organization for Associate Degree Nursing, State Nursing Workforce Centers

Health Care

Insurance Companies

Non-profit

AARP; Non-Governmental Organizations (ex. Red Cross), Pacific ADA Center; World Health Organization,

Federal government

Centers for Disease Control and Prevention; Centers for Public Health Preparedness;; Federal Emergency Management Agency; Federal Nursing Service Council; ; Health and Human Services Office of the Assistant Secretary for Preparedness and Response; Legislators, Medical Reserve Corps; US Public Health Service

Other

Disability community stakeholder groups; National Voluntary Organizations Active in Disasters; Private sector – Home Depot, Amazon, Microsoft

2. Top 3-5 Actions for 2021

- A. Development of talking points to approach legislators; two-page brief; work closely with nurses in states that have key legislative stakeholders
- B. Approach with American Association of Colleges of Nursing on bringing back certification on disaster preparedness
- C. Two-page policy brief from American Academy of Nursing and special interest groups on public health emergencies and disasters
- D. The US Department of Health and Human Services should examine existing federal preparedness and response strategies to identify the roles and responsibilities of nurses during disasters (eg, medical countermeasure dispensing) and work with experts in nursing response to develop a plan for ways that nurses can train to execute these roles during emergencies
- E. Key stakeholder groups and program staff should identify each federal agency’s capacity for advancing the emergency preparedness and response knowledge base in the nursing workforce and integrate this information into their subsequent strategic plans
- F. Reach out to state workforce centers with a survey on where gaps are in disaster preparedness – need to make a case for why gaps need to be addressed

3. Top 3-5 Actions for 2022

- A. Develop a renewed certification on disaster preparedness
- B. Get disaster preparedness into academic curriculum – NCLEX should include on exam; disaster preparedness critical thinking questions – disaster preparedness certificate programs

4. Success Indicators

- X amount of questions on application/critical thinking of disaster preparedness on NCLEX exam
- Have action plan and talking points mapped out with the right stakeholders
- More nurses getting board certification (NHDP-BC) – and a review of the board certification with continuance
- Standardized curriculum at the community level

8. PREPARING NURSES TO RESPOND TO DISASTERS AND PUBLIC HEALTH EMERGENCIES

8.2 The Office of the Assistant Secretary for Preparedness and Response (ASPR), CDC, HRSA, the Agency for Healthcare Research and Quality (AHRQ), CMS, the National Institute of Nursing Research (NINR), and other funders should develop and support the emergency preparedness and response knowledge base of the nursing workforce through regulations, programs, research, and sustainable funding targeted specifically to disaster and public health emergency nursing.

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1. Key Strategic Stakeholders

Organizations listed above in the sub rec 8.2

Nursing Organizations

American Nurses Association; American Nurses Credentialing Center; Community Public Health Nurse organizations; Emergency Nurses Association

Non-profits

American Hospital Association; Association of State and Territorial Health Officials; Clinton Foundation, Gates Foundation; National Rural Health Association; Red Cross; World Health Organization

Federal Government

Department of Corrections; Department of Defense; Department of Health and Human Services; Federal Nursing Service Council; Federal Emergency Management Agency; Health Resources and Services Administration; Public Health Service Commissioned Core

State Government

Governor; Legislators; State, tribal, local, and territorial government

Other

Transportation, housing, public safety (police officers, fire departments) sectors

2. Top 3-5 Actions for 2021

- A. Reactivate training (curriculum and practice for nurses)
- B. Reestablish funding as a priority
- C. Within the current response plans (improve interdisciplinary approach and reach within nursing workforce and across nursing organizations), update the language to incorporate all nurses.
 - Create clear and concise messaging to elevate the value of this area
- D. Reconvene local and state stakeholders
- E. Revamp the tool-kit on emergency management
- F. Get nurses on the emergency preparedness boards and commissions
- G. Create a national emergency plan for identification tracking and elimination of barriers across state lines

3. Top 3-5 Actions for 2022

- A. Establish this as a pathway toward a specialty
 - Create a simulation with disaster for students and all nurses (use of technology/e-simulations)
 - Engagement including the crisis standard of care
 - All nurses can consider a certificate
 - A module for all nurses to take as a basis
- B. Create a nursing focused tactical resource to actualize the recommendations
- C. Nursing professional development - Fellowships that provide professional development opportunities around emergency preparedness/ management

4. Success Indicators

- Have a minimum of regional (HRSA regions) cohorts of trained individuals on emergency preparedness (ex: alums of the fellowship programs)
- Formalize lobbying approach for congress and president's budget. Any funding (grants) around emergency preparedness will include funding for the fellows and professional development
- Formalizing the regional (HRSA regions) nursing emergency preparedness and response networks (training, PD, tactical response, resource reallocation, etc.).
- Formulate a plan to integrate emergency preparedness a core competency

8. PREPARING NURSES TO RESPOND TO DISASTERS AND PUBLIC HEALTH EMERGENCIES

8.3 The American Association of Colleges of Nursing (AACN), the National League for Nursing (NLN), and the Organization for Associate Degree Nursing (OADN) should lead transformational change in nursing education to address workforce development in disaster nursing and public health preparedness. NCSBN should expand content in licensing examinations to cover actual responsibilities of nurses in disaster and public health emergency response.

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1. Key Strategic Stakeholders

Nursing Organizations

American Association of Colleges of Nursing, American Organization for Nursing Leadership; National Council of State Boards of Nursing (NCSBN); National League for Nursing; National Student Nurses Association (NSNA); Organization for Associate Degree Nursing

Federal Government

Emergency System for Advance Registration of Volunteer Health Professionals; Federal Emergency Management Agency (FEMA); Department of Health and Human Services Assistant Secretary for Preparedness Response

State Government

State and regional emergency management systems

Non-profit

Non-Governmental Organizations (i.e. Red Cross); National Governors Association

2. Top 3-5 Actions for 2021

- A. Three organizations work together to collaborate on education preparation
- B. NCSBN to evaluate the link between NCLEX and changes in nursing education
- C. Increase nursing faculty and student involvement with the state and regional emergency management systems
- D. Explore models of disaster preparedness education already available such as hospital incident command modules (free on FEMA website) and National Disaster Medical System (NDMS) website
- E. Identify unique aspects of training
- F. Nursing students have an organization or collaborate with an existing organization (ready reserve, public health system) in their school (similar to ROTC) to support disaster preparation

3. Top 3-5 Actions for 2022

- A. Practice emergency management simulations or clinical experiences in every semester of nursing programs including interprofessional groups
- B. All nursing schools will have a plan approved by the Board of Nursing and the clinical agencies to deploy students in a disaster/pandemic
- C. Develop a nursing curriculum guideline using existing models for all students including disaster management, pandemic concepts, emergency response, and episodes of violence.
- D. NSNA, Red Cross training incorporated into curricula including hands on practice
- E. Clearinghouse for education resources <https://asprtracie.hhs.gov/> Example public health program: <http://cphpr.emory.edu/education-training/Student%20Outbreak%20Response%20Team%20SORT.html>.
- F. Nursing model that works with SORT: <https://www.nursingworld.org/our-certifications/national-healthcare-disaster/>

4. Success Indicators

- Students will be able to identify appropriate community resources in emergency situations
- Nursing students would be valuable and deployable in an emergency
- Nurses would be valuable and deployable in an emergency
- There will be interprofessional teams including nurses ready to respond to disasters

8. PREPARING NURSES TO RESPOND TO DISASTERS AND PUBLIC HEALTH EMERGENCIES

8.4 Employers should incorporate the expertise of nurses to proactively develop and implement an emergency response plan for natural disasters and public health emergencies in coordination with local, state, national, and federal partners. They should also provide additional services throughout a disaster or public health emergency, such as support for families and behavioral health, to support and protect nurses' health and well-being.

1. Key Strategic Stakeholders

Health Care Organizations

Military/US Public Health Service

Non-profit Organizations

American Red Cross

Federal Government

FEMA; Health and Human Services Office of the Assistant Secretary for Preparedness & Response

State, Local Government

National Association of City and County Health Officials (NACCHO); Association of State and Territorial Health Officials; state and local emergency response teams; area agencies on aging; community behavioral health resources

Education

Nurse Educators/Institutions; staff development in organizations; schools; early childhood orgs

Other

Hotels; grocers; faith-based organizations

2. Top 3-5 Actions for 2021

- A. Assessment of local and national organizations engaged in disaster planning
- B. Nurses become certified
- C. Develop annual disaster reviews/simulations
- D. Employers and other stakeholders convene (include nursing)
- E. Intentional inclusion of all communities that will have access to plans and are considered in the development
- F. Review employers current plans to include a nurse well-being and behavioral health component
- G. Solicit support and partnerships with community agencies to plan support for nurses' families
- H. Review current statutes surrounding preparedness

3. Top 3-5 Actions for 2022

- A. Mobilize developed plan for nurse support and well being
- B. Establish volunteer base or core
- C. Implement and conduct mock disaster simulations
- D. All groups involved have nurse representation in leading, planning and execution
- E. Determine a plan for collecting data

4. Success Indicators

- Number of plans that include nurse participation/expertise in development and implementation
- Number of plans that include additional services that include nurse well-being and behavioral health
- Inclusion of nurse well-being in national and state plan standards
- National/State/Local stakeholders identified
- Number of support services partnerships