



FUTURE OF NURSING™

Campaign for Action

AARP Foundation


Robert Wood Johnson Foundation

Virtual Congressional Briefing on the Future of Nursing 2020-2030 Report: Charting a Path to Achieve Health Equity



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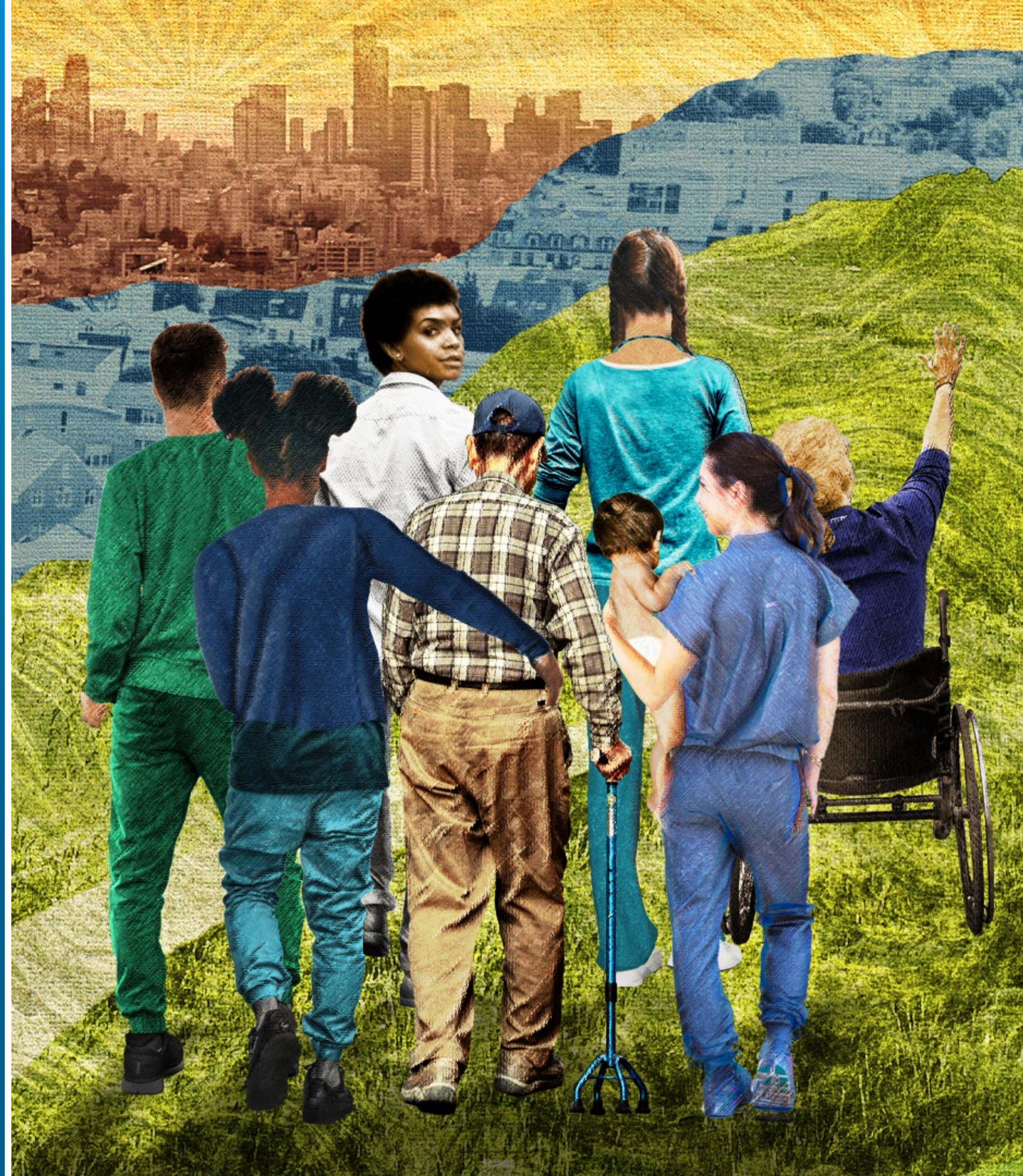
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Initiatives

The **Future** *of*
Nursing
2020-2030

**Charting a Path to
Achieve Health Equity**

NATIONAL ACADEMY OF MEDICINE

The National Academies of
SCIENCES • ENGINEERING • MEDICINE





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The Challenge

The United States spends more than **\$3.5 trillion** per year on health care while underperforming on **nearly every metric.**



The Vision

The achievement of health equity in the United States should be built on **strengthened nursing capacity and expertise.**

KEY REPORT FINDINGS

- Nurses are Essential to Improving Health Equity
- Nurses Play a Key Role in Responding to Public Health Emergencies
- Demand for Nursing Will Increase Over the Next Decade
- Nurses Face Challenges Limiting Their Ability to Address Needs
- Federal Government and Others Have Key Roles in Strengthening and Supporting the Nursing Workforce

KEY FEDERAL GOVERNMENT RECOMMENDATIONS

- Strengthen and Prepare the Nursing Workforce
- Remove Legislative/Regulatory Barriers to Nursing Care
- Reform Payments for Nursing Care
- Strengthen Nurses' Ability to Respond to Public Health Emergencies
- Set a Research Agenda

STRENGTHEN AND PREPARE THE NURSING WORKFORCE

- Rapidly increase the number of nurses in specialties with significant shortages.
- Provide major investments to better train nurses in health equity and the social determinants of health
- Diversify the nursing workforce



80 Million people



Roughly one-quarter of the country lived in an area with a shortage of health professionals

Rapidly increase the number of nurses in specialties with significant shortages.

HRSA, SAMHSA, CDC and IHS:

Make substantial investments in nurse scholarship and loan repayment programs to address nurse shortages in health professional shortage areas and IHS sites and invest in technical assistance that focuses on nurse retention.

Rapidly increase the number of nurses in specialties that are in significant shortage, including public health, community health, primary care, behavioral and mental health, long-term care, geriatrics, school and maternal health.

BETTER TRAIN NURSES IN HEALTH EQUITY & SOCIAL DETERMINANTS OF HEALTH



In all Title VIII Nursing Workforce programs, HRSA should prioritize community-based learning opportunities that address social needs, population health, social determinants of health and health equity.



These experiences should be established through academic-community-based partnerships.

Racial and ethnic minorities account for 40 percent of the population but only 20 percent of the nursing workforce.

-  Racial and ethnic minorities in nursing workforce
-  Racial and ethnic minorities in general population



DIVERSIFY THE NURSING WORKFORCE



HRSA should direct funds to nurses and nursing schools to sustain and increase the gender, geographic and racial diversity of the nursing workforce, including LPNs, RNs and APRNs.



The federal government should support the academic progression of socioeconomically disadvantaged students by encouraging partnerships BSN and higher nursing programs and community colleges, tribal colleges and HBCUs.

REMOVE LEGISLATIVE/ REGULATORY BARRIERS TO NURSING CARE



By 2022, all changes to federal laws adopted in response to COVID-19 pandemic that expanded nurses' scope of practice, telehealth eligibility, insurance coverage and payment parity for services provided at all levels should be made permanent.



When possible, federal authority (VHA, CMS) should be used to supersede state laws that restrict patient access to nurses.

Expanding Telehealth Services During COVID-19



The Vision:

Permanently Remove Barriers

Value Nurses' Contributions

Prepare Nurses to Advance Equity

Diversify the Workforce

REFORM PAYMENTS FOR NURSING CARE

- Reform fee-for-service
 - CPT codes for nurse-led services
 - Reimburse school nursing
 - Enable nurses to bill for telehealth
- Reform value-based payment
 - Stratify performance by social risk factors
 - Support and Incentivize nursing interventions that advance health equity
- Reform alternative payment models
 - Flexible funding for nursing and infrastructure that address SDOH and advance health equity

REFORM PAYMENTS FOR NURSING CARE



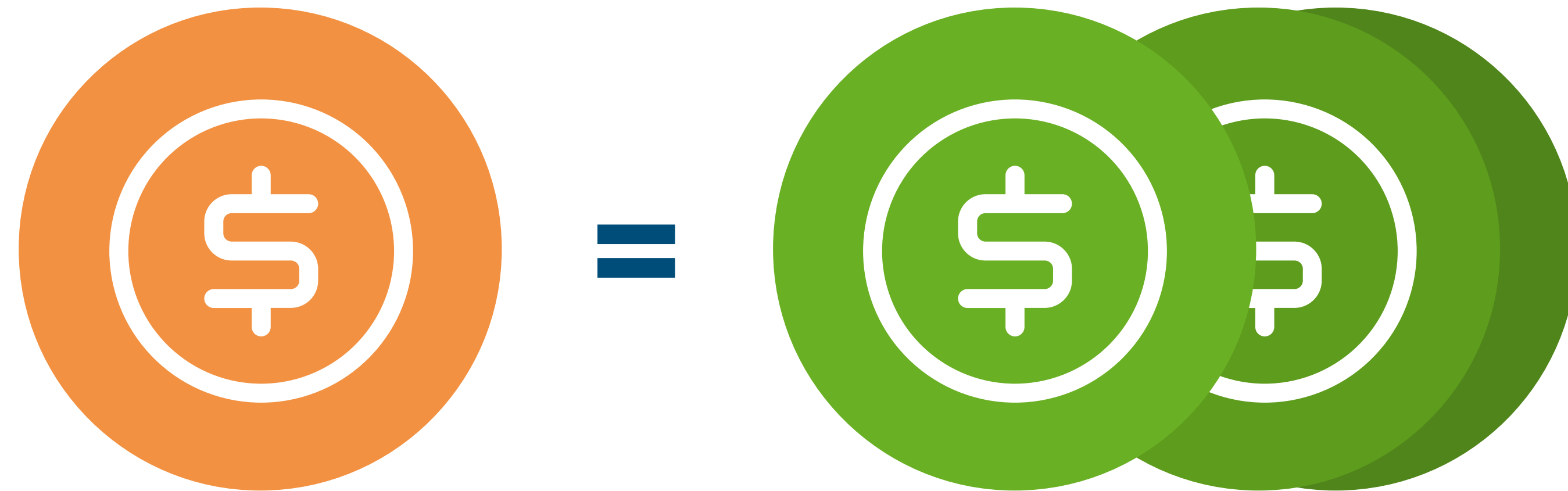
Create a National Nurse Identifier to facilitate recognition and measurement of the value of services provided by RNs



Ensure adequate funding for school and public health nursing.



1 in 4 U.S. schools don't employ a school nurse



Each dollar invested in school health services yielded \$2.20 savings per student in avoided medical procedures and lost productivity of teachers and parents

Strengthen Nurses' Ability to Respond to Public Health Emergencies

The pandemic has been devastating for nurses

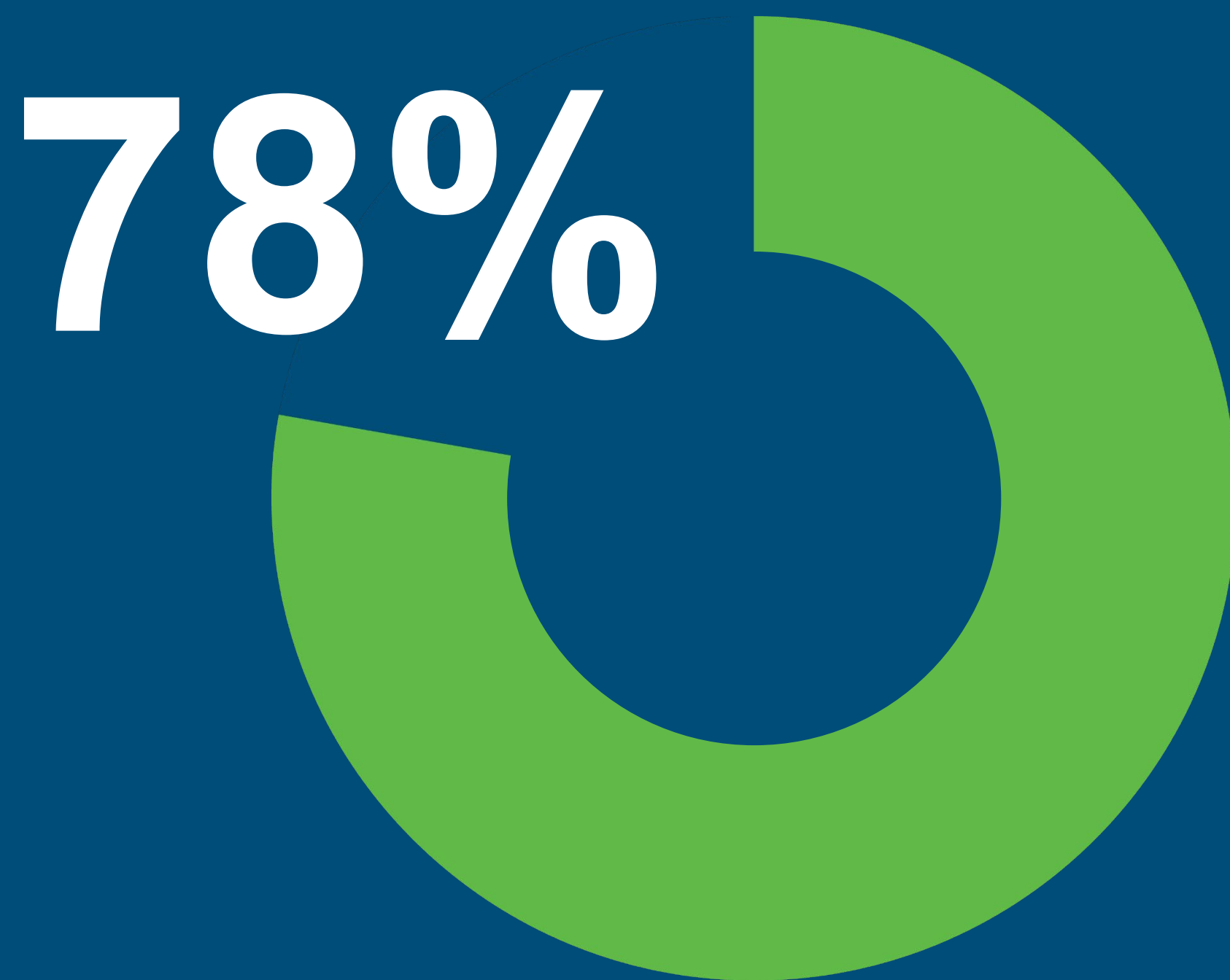
Caring for multiple critically ill patients at once

Staying with patients so they don't die alone

Putting their own lives at risk (initial lack of PPE)

Rapidly adapting to care for COVID-19 patients during surges





Of nurses had little or no familiarity with emergency preparedness and disaster response

Set a research agenda

NIH, CMS, CDC, HRSA, AHRQ, ACF and ACL (with private associations and foundations) should:

Convene representatives from nursing, public health, and health care to develop and support a research agenda and evidence base describing the impact of nursing interventions, including multisector collaboration, on social determinants of health, environmental health, health equity, and nurses' health and well-being.

A network diagram on a blue background. It features numerous light blue human icons, each standing on a small circular base. These icons are interconnected by a web of thin, light blue lines, representing a social or professional network. The overall aesthetic is clean and modern, with a focus on connectivity and communication.

Connecting Recommendations

to Federal **Policy**

Connecting **Recommendations** to **Federal Policy**

Prepare the Nursing Workforce
Diversify the Nursing Workforce
Increase Nursing Faculty
**Invest in Nurse Loan and
Scholarship Programs**
Address Population Health

**Funding for Title
VIII Nursing
Workforce
Development
Programs**

Connecting **Recommendations** to **Federal Policy**

Building the Evidence Base

**Address Social Determinants
of Health and Health Equity**

**Support Nurse Scientists and
Researchers**

Amplify Research

**Funding for the
National Institutes
of Health and
National Institute
of Nursing
Research (NINR)**

Connecting **Recommendations** to **Federal Policy**

Strengthen Nursing Education

Diversify the Nursing Workforce

Recruit Diverse Faculty

**Strengthen Nurses' Ability to
Respond to Public Health
Emergencies**

**Future
Advancement of
Academic Nursing
(FAAN) Act
(S.246/H.R. 851)**

Connecting **Recommendations** to **Federal Policy**

**Mental and Behavioral Health
Treatment**

**Mental Health Resources for our
Nation's Nursing Students,
Nurses, and APRN's**

**Ensure Adequate Funding for Public
Health Nursing and Address Social
Determinants of Health**

**Public Health Infrastructure
Saves Lives Act (S.674)**

**Increase the Number of Nurses with
Expertise in Health Equity**

Momnibus (H.R.959/S.346)

Questions & Answers

