

NORTH CAROLINA FUTURE OF NURSING ACTION PLAN: PRIORITIES FOR ACTION

GOAL #1: IMPROVE ACCESS TO CARE

Champions: North Carolina Board of Nursing (NCBON) & North Carolina Nurses Association (NCNA)

Major Strategies	Tactics
Identify barriers to practice	<ol style="list-style-type: none"> 1. Identify barriers to practice that limit access to care in NC 2. Articulate impact of these barriers on access to care 3. Support the implementation of the National Consensus Model for Advanced Practice Registered Nurses (APRN) licensure, accreditation, certification and education.
Educate key stakeholders	<ol style="list-style-type: none"> 1. Develop and publish educational briefings on issues related to practice barriers in select stakeholder publications and list serves. 2. Increase awareness and understanding of how restrictions to practice privileges impact consumer health in NC via relevant community groups, town meetings, conferences and social marketing
Develop/leverage strategic partnerships	<ol style="list-style-type: none"> 1. Partner with the North Carolina Institute of Medicine (NCIOM) to promote a broad dialogue on key issues related to barriers to practice. 2. Build strategic relationships in the General Assembly 3. Partner with a diversity of other stakeholders to address the issue of barriers to practice in nursing. 4. Collaborate with community development organizations to better assure underserved persons access to care.
Design cost effective, high quality models of primary care	<ol style="list-style-type: none"> 1. Partner with Community Care of NC to support accreditation of nurse managed Patient-Centered Medical Homes (PCMH). 2. Collaborate with relevant entities to allow direct reimbursement of nursing services.
Re-conceptualize health care provider education and transition to practice	<ol style="list-style-type: none"> 1. Support a transition to practice “residency” program for all newly licensed nurses and APRNs. 2. Promote inter-professional education and collaboration. 3. Develop repository of lessons learned and best practices on inter-professional educational projects.

GOAL #2: EQUIP AND ENABLE NURSES TO LEAD IN TRANSFORMING NC'S HEALTH

Champions: East Carolina Center for Nursing Leadership (ECCNL) & North Carolina Organization of Nurse Leaders (NCONL)

Major Strategies	Tactics
Improve nurses' ability to lead	<ol style="list-style-type: none">1. Expand learning opportunities and experiences in leadership theory, business technology; finance, policy and quality improvement in collaboration with a variety of organizations.2. Create a template/guide for organizations to use that will assure a nursing leadership pipeline in NC3. Support educational advancement of nurses in formal leadership roles4. Implement a nursing leadership externship program with NC Congressional delegation.5. Expand and integrate the networking opportunities for NC nurse leaders
Promote innovation in patient centered models of care using multi-disciplinary collaboration	<ol style="list-style-type: none">1. Identify and promote best practices for innovative models of care.2. Promote collaboration among practice, education and research.3. Work with NCIOM on recommendations for new models of care.
Increase nursing's voice on boards and administrative bodies	<ol style="list-style-type: none">1. Engage nurses in educational programs related to service on boards and administrative bodies2. Inventory current level of nursing representation on boards & statewide committee/taskforces3. Increase nursing representation on state, local healthcare boards, task forces and relevant committees by 50% within five years.

GOAL #3: INCREASE THE PROPORTION OF NURSES WITH A BACCALAUREATE OR HIGHER DEGREE TO 80% BY 2020

Champions: Foundation For Nursing Excellence (FFNE) & NC AHEC

Major Strategies	Tactics
<p>Implement Regionally Increasing Baccalaureate Nurses (RIBN) statewide by 2016</p>	<ol style="list-style-type: none"> 1. Make currently designed RIBN initiatives fully operational 2. Market RIBN model statewide 3. Develop/disperse toolbox for implementation of RIBN track by all other ADN and BSN educational programs across state
<p>Promote educational advancement</p>	<ol style="list-style-type: none"> 1. Incentivize RNs – to achieve BSN/MSN education 2. Communicate the correlation between increased education and improved patient outcomes. 3. Educate employers, nurses and consumers about return on investment (ROI).
<p>Create a seamless educational progression system from LPN/ADN to DNP/PhD</p>	<ol style="list-style-type: none"> 1. Convene statewide conversation on nursing education 2. Seek funding to support a seamless progression model 3. Implement an integrated statewide nursing educational framework.
<p>Cultivate and promote nurse faculty role</p>	<ol style="list-style-type: none"> 1. Market the value of the nurse faculty role 2. Promote competitive salaries 3. Share faculty resources 4. Promote certification in nursing education 5. Promote accreditation of all nursing education programs in state 6. Create academic-service partnerships.

GOAL #4: BUILD AN INFRASTRUCTURE FOR THE COLLECTION & ANALYSIS OF INTER-PROFESSIONAL HEALTHCARE WORKFORCE DATA

Champions: UNC Sheps Center for Health Services Research (Sheps Center), NC Institute of Medicine (NCIOM), & NC Board of Nursing (NCBON)

Major Strategies	Tactics
Identify sources of existing nursing data (data inventory)	<ol style="list-style-type: none"> 1. Determine the sources of existing data (e.g., pre-licensure, nursing schools and programs, post-licensure, employers, Department of Commerce or workforce development boards) 2. Assess the types and levels of data collected by each source. 3. Determine the frequency of data collection (e.g., licensure data updated biennially, survey data available sporadically)
Identify gaps in existing nursing data	<ol style="list-style-type: none"> 1. Assess data quality (e.g., number of non-responders, completeness) 2. Determine the extent to which existing data can answer key questions (e.g., those identified in the purpose section above)? 3. Evaluate the consistency of existing data with minimum data set elements (e.g., demographic, educational, and practice characteristics) proposed through national workforce initiatives 4. Identify “new” data elements that need to be gathered and/or how existing data can be modified to address existing data gaps
Design Finance/Funding Mechanism	<ol style="list-style-type: none"> 1. Identify potential funding sources to support needed nursing workforce studies (e.g., foundations, state and federal government, employers) 2. Build a case to support the assessment, collection, and analysis of health workforce data 3. Craft messages about how data can be used to answer nursing and broader health workforce questions (e.g., to improve access, the health and health behaviors of North Carolinians, the cost and quality of care, etc.)
Create a state-wide inter-professional health workforce data	<ol style="list-style-type: none"> 1. Examine different options for collecting and storing data, including but not limited to a data warehouse or confederated data system. 2. Examine the pros and cons of different data system options, including the quality of data, accessibility of data, ability to merge data across multiple data sets, costs of different options, etc.

system (e.g., a data repository or consortium)	<ol style="list-style-type: none">3. Identify the technical requirements for accessing data (e.g., who owns data, are data proprietary or available for public use, how are data accessed, who cleans data, what data use agreements are needed, etc.)
Create an analytic interdisciplinary infrastructure	<ol style="list-style-type: none">1. Identify data analyses needed, and the timing of analyses, to adequately address nursing data needs2. Assess core resources needed to carry out data analyses (i.e., number and type of personnel, skills, funding)3. Ensure that data are accessible to other researchers to answer other nursing-related research questions4. Evaluate existing and emerging methodological approaches (including qualitative) to answer key nursing workforce questions5. Identify capacity building efforts needed to conduct nursing workforce analyses

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