



Where the North Carolina “Future of Nursing” Journey Began

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NCIOM Task Force on Nursing Workforce

- The North Carolina Institute of Medicine (NCIOM) convened a task force to study the Nursing workforce in 2003-2004.
 - A collaboration with the NC Nurses Association, NC Center for Nursing, NC Board of Nursing, NC Hospital Association, and NC AHEC program.
 - Funded by The Duke Endowment.
 - Initial report issued in 2004.
 - Update issued in 2007.
- Many of the initial NCIOM recommendations were similar to the IOM recommendations.



| IOM Recommendation | NCIOM Recommendation | Status |
|--|---|---|
| 1. Remove scope-of-practice barriers | Further study of barriers to APRN practice | <ul style="list-style-type: none"> • Workgroup convened, but no consensus on next steps • NCIOM Health Reform (Affordable Care Act) workgroup exploring this issue |
| 2. Expand opportunities for nurses to lead and diffuse collaborative efforts | See No. 7 below. | |
| 3. Implement nurse residency programs | NC BON should convene work group to study options to improve school-to-work transitions | <ul style="list-style-type: none"> • Foundation for Nursing Excellence is developing an evidence-based transition to practice model • NC BON requires more clinical hours of direct patient care experience for students. |

| IOM Recommendation | NCIOM Recommendation | Status |
|--|---|--|
| 4. Increase the proportion of nurses with BSN to 80% by 2020 | Increase proportion of nurses with BSN to 60% | <ul style="list-style-type: none"> • Numbers of graduating nurses has increased, but proportion has not changed. • Initiative to regionally increase BSN-prepared nurses underway in NC (RIBN*). |
| 5. Double the number of nurses with doctorate by 2020 | Not specifically addressed. | Number of doctoral programs increased in NC. |
| 6. Ensure nurses engage in lifelong learning | See #7 below. | NCBON requires evidence of continuing competence at time of licensure renewal. |

*RIBN: Regionally Increase the number of Baccalaureate-prepared Nurses in North Carolina

| IOM Recommendation | NCIOM Recommendation | Status |
|---|--|--|
| 7. Prepare and enable nurses to lead change to advance health | AHEC and others should develop educational opportunities for leadership and management | Nursing Management Institute, UNC School of Nursing; Certificate of Nursing Leadership in Long-Term Care; NCNA Hallmarks of Healthy Workplaces; East Carolina Center for Nursing Leadership. |
| 8. Build infrastructure for collection and analysis of interprofessional health care workforce data | <ul style="list-style-type: none"> •NCIOM Nursing Workforce made recommendations to standardize certain educational reporting data. •NCIOM Primary Care Workgroup recommended greater support for a health workforce data center to collect, analyze and help plan for health workforce. | <ul style="list-style-type: none"> • Standardization of nursing education data collected by NC BON. • Center for Nursing abolished. • Interprofessional health care workforce planning within Health Professional Data System at the Cecil G. Sheps Center, UNC-CH; Sheps receive ACA workforce planning grant. |