

What is it about our current and future nursing workforce that keeps nursing and healthcare leaders up at night?

The Foundation for Nursing Excellence wanted to know so we convened seven meetings around the state with over 200 nursing and other healthcare leaders in 2009 and 2010. The following is a summary of what we learned.

There are many challenges in the area of Transition to Practice for New Nurses.

- Transitioning the new nurse into a competent and confident provider who is retained in the work setting
- Identifying best practices for preceptor role development
- Strengthening clinical reasoning skills of new nurses
- Ensuring adequate specialty area orientation and training
- Refreshing nurses who are reentering the workforce

Concern was expressed regarding the current and future faculty shortage and nursing education in general.

- Identifying multiple strategies to increase the pool of BSNs for current practice and future faculty roles
- Addressing pay discrepancies with service providers so that educational institutions can attract faculty
- Preparing and retooling faculty to be effective educators in today's world
- Creating new strategies and models for clinical learning to address clinical site shortage, capitalizing on new simulation opportunities
- Preparing nurses for leadership roles, incorporating an understanding of healthcare and nursing within a business model

Addressing nursing workforce issues will be important moving forward.

- Collecting accurate nursing workforce data is the highest priority
- Understanding concerns about reduction in the quality of care with current realities of healthcare costs
- Addressing patient safety and culture in which care is provided
- Maintaining high standards and pride in history of profession with a balance of openness to opportunities and differences with younger generations of nurses
- Eliminating scope of practice requirements that create barriers to full utilization of nurses consistent with their educational preparation

More thought and planning is needed to address the lack of diversity in our workforce in the areas of education and practice.

- Strengthening our profession and excellence through the diversification of our profession particularly at the leadership level
- Focusing diversity efforts particularly on race, ethnicity, and gender
- Focusing diversity efforts across all levels of profession: direct care, leadership, nursing faculty

Visit our website to learn more about Phase III of our Transition to Practice Project and our RIBN Project to increase the number of BSN-prepared nurses.

Newsletters are part of our strategy to keep you informed about our work and the important role nurses play in healthcare in our state. Expect our second newsletter in the fall.



Kathy Heilig has joined the Foundation for Nursing Excellence as Program Director.

She will be working as a member of the Transition to Nursing Practice team which is currently focused on the testing of preceptor development tools and the impact such preceptor development has on enhancing the competence and confidence development of newly licensed nurses. Nine pilot hospital settings across the state will be studied. She will also work with the Foundation's project to "Regionally Increase BSN-prepared Nurses" across the state as well as our initiatives to promote a just culture framework for patient safety statewide. Kathy is a North Carolina native. She received her Baccalaureate and Masters Degrees in Nursing from the University of North Carolina at Greensboro.

To learn more about Kathy and our programs, visit our website at www.ffne.org.

Recently the Foundation For Nursing Excellence Board of Directors met to set the strategy for the organization for the next two years. Below is a partial list of the targets set at this meeting.

Targets:

- 1 By 2015, at least 65% of all newly licensed nurses hired remain with initial employer a minimum of two years.
- 2 Maintain faculty vacancy rates at 5% or 97 vacancies by October 2020 (Note: Taking into account the large number of faculty who will retire in the next 10 years, maintaining the vacancy rate not higher than 5%, which is currently below the national average of 7.55%, is a realistic target.)
- 3 Increase the number of ADN nurses in North Carolina who achieve baccalaureate degrees by 15% between 2010 and December 2025; the goal is to reverse the current proportion of BSN to ADN-prepared nurses from a 40 BSN:60 ADN ratio to a 60 BSN:40 ADN ratio.
- 4 Increase the proportion of baccalaureate nurses from racially and ethnically diverse groups from 24% to 30% of BSN prepared nurses by 2020.
- 5 Increase awareness of nurses and nursing home administrators about Just Culture framework from 36% to 50% and increase adoption of policies supporting Just Culture framework by 10% or 39 nursing home facilities by December 2012.

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