



HAWAII STATE

# Center for Nursing

**Joint Informational Briefing**

**Senate Committee on Commerce and Consumer  
Protection**

**Senate Committee on Health**

**Relating to the status report of the Continuing  
Education Joint Advisory Committee**

January 27, 2011, 9:30 a.m.

# Briefing Agenda

- **Introductions and Overview**
  - *Gail Tiwanak, Director, Hawai'i State Center for Nursing*
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  - *Gail Tiwanak, Director, Hawai'i State Center for Nursing*
- **Nursing and Quality Health Care**
  - *Art Gladstone, Chief Operating Officer, Straub Clinic & Hospital, Hawai'i Pacific Health*
- **The Future of Nursing**
  - *Mary Boland, Dean, School of Nursing and Dental Hygiene, University of Hawai'i at Mānoa*
- **Report of the CE Committee**
  - *Art Gladstone, Chief Operating Officer, Straub Clinic & Hospital, Hawai'i Pacific Health*
- **Questions and Answers**
  - *Gail Tiwanak, Director, Hawai'i State Center for Nursing*

# Legislative Mandate

The Hawai'i State Center for Nursing  
was established by the Hawai'i  
State Legislature in 2003 to  
“address nursing workforce issues”

ACT 198, HB 422

# Mission

To assure that the State of Hawai'i  
has the nursing resources necessary  
to meet the health care needs  
of its people.

# Functions of the Center

***Collect and analyze data and prepare and disseminate written reports and recommendations regarding the current and future status and trends of the nursing workforce***

- Annual Educational Capacity Survey
- Biennial RN Survey
- Biennial LPN Survey
- Centralized Clinical Placement System

# Functions of the Center

## ***Conduct research on best practice and quality outcomes***

- Evidenced Based Practice Workshop and Internship
- Clinical education redesign
- Mobilization of statewide distance learning resources for rural nurses
- ***Continuing Education Study*** (SCR 167)

# Functions of the Center

## ***Develop a plan for implementing strategies to recruit and retain nurses***

- Diversity, retention & success of AD Nursing Students on Kauai, Maui, Hawaii
- Hawaii nurse internship program(HNIP) (preceptorship)
- Nurse residency
- Partners in Nursing expansion (HPIN)
- Leadership workshops for staff nurse & nurse managers

# Functions of the Center

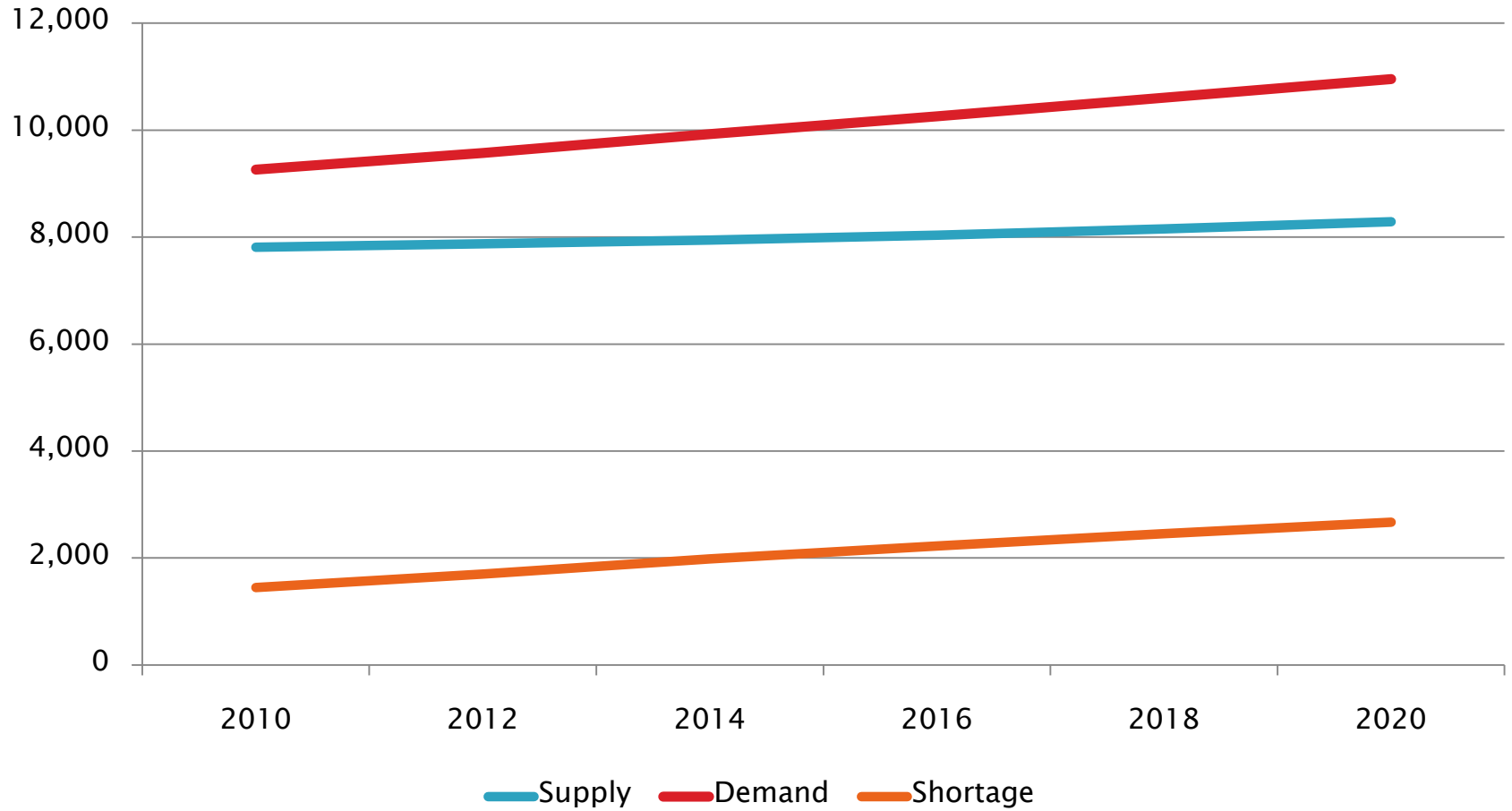
- Research, analyze, and report data related to the retention of the nursing workforce.
  - Monitoring the environment
  - Informing policy making
  - Expert resource to the community
  - Annual Pacific Institute of Nursing Conference to disseminate data and best practices



# Role of the HSCFN

- HSCFN is an effective catalyst for change
- HSCFN can bring diverse organizations, agencies and stakeholders together to collaborate and to coordinate workforce initiatives
- Accurate and reliable data will ensure that efforts and resources are appropriately focused to make a difference
- Innovative pilot projects in collaboration with the community can develop best practices for Hawai'i

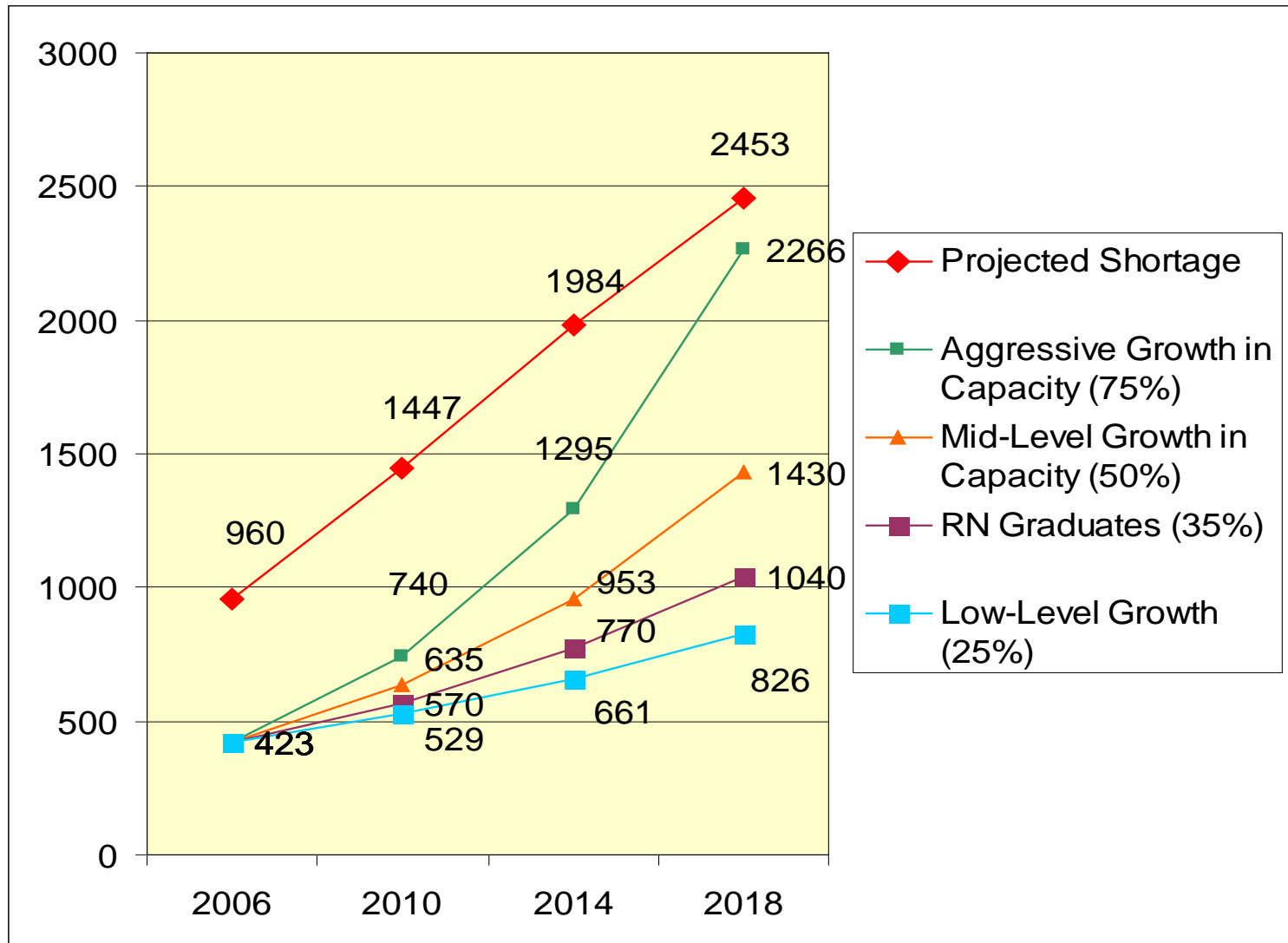
# Projected HI FTE RN supply, demand, & shortage



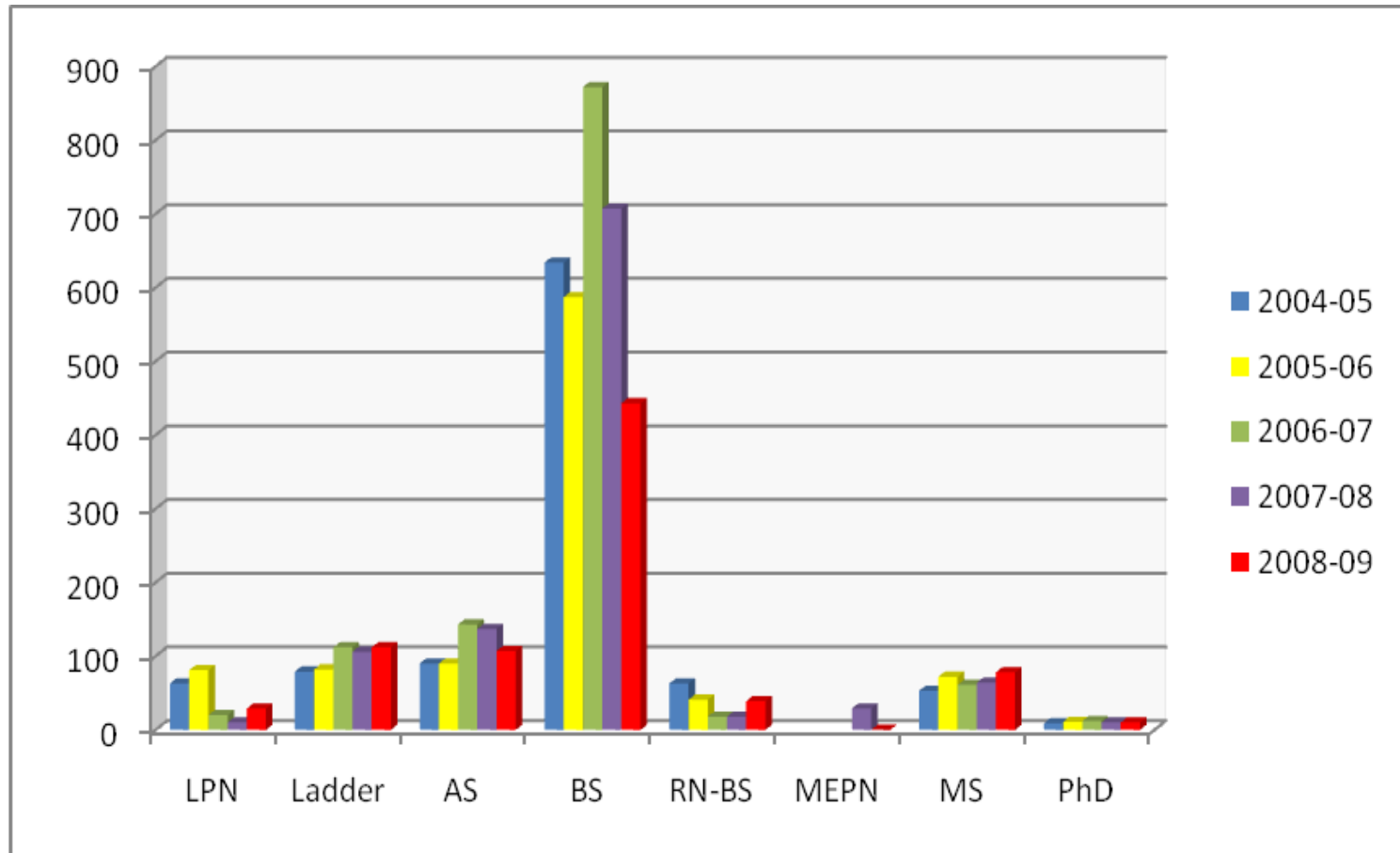
# Hawaii Nursing Workforce Forecast

	<u>2010</u>	<u>2012</u>	<u>2014</u>	<u>2016</u>	<u>2018</u>	<u>2020</u>
<b>Supply</b>	<b>7,813</b>	<b>7,877</b>	<b>7,943</b>	<b>8,038</b>	<b>8,154</b>	<b>8,286</b>
<b>Demand</b>	<b>9,260</b>	<b>9,574</b>	<b>9,927</b>	<b>10,260</b>	<b>10,607</b>	<b>10,955</b>
<b>Forecasted Shortage</b>	<b>1,447</b>	<b>1,697</b>	<b>1,984</b>	<b>2,222</b>	<b>2,453</b>	<b>2,669</b>
<b>Supply Demand</b>	<b>84%</b>	<b>83%</b>	<b>80%</b>	<b>78%</b>	<b>77%</b>	<b>76%</b>
<b>Demand Shortfall</b>	<b>16%</b>	<b>17%</b>	<b>20%</b>	<b>22%</b>	<b>23%</b>	<b>24%</b>

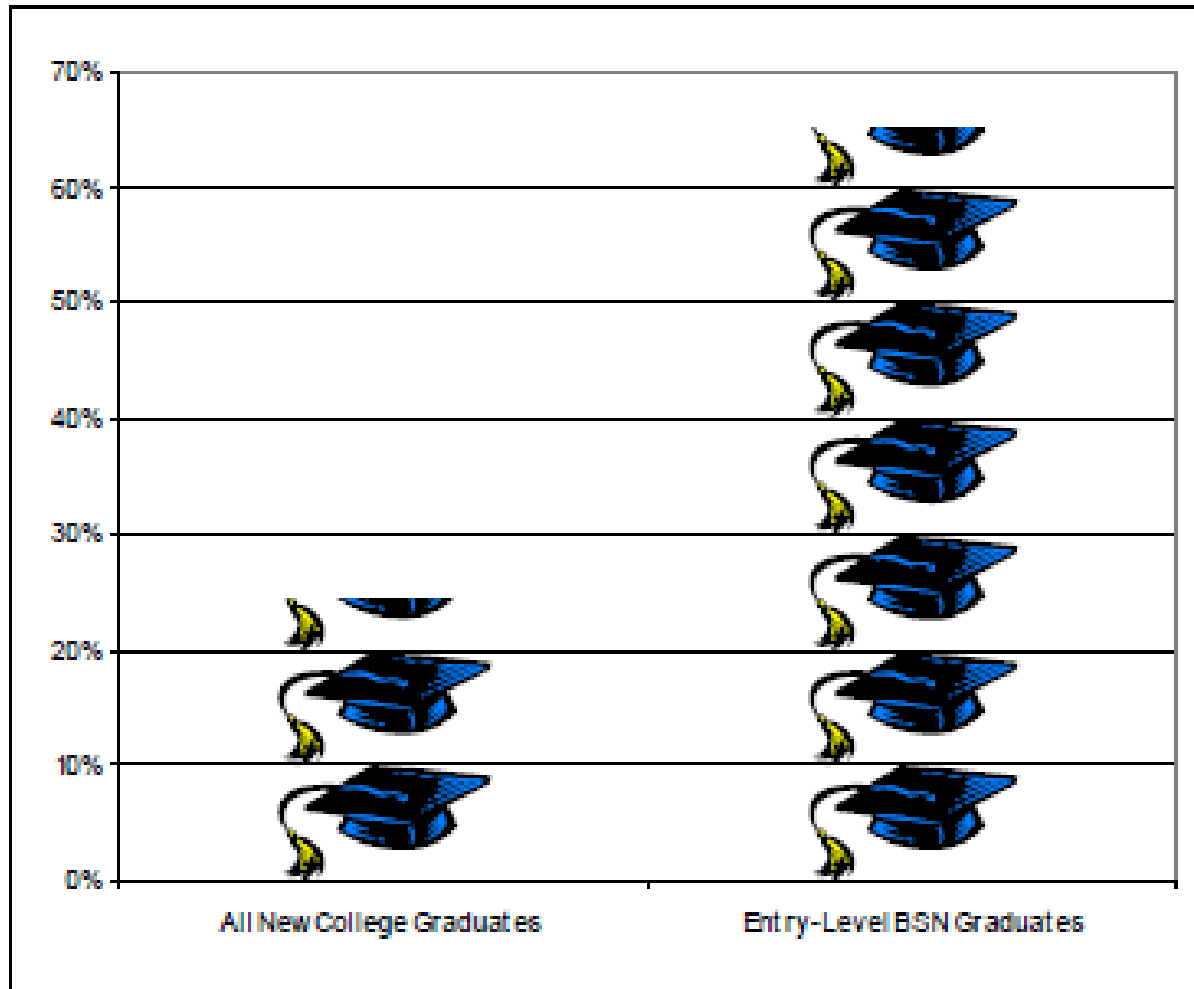
# Workforce Supply & Demand



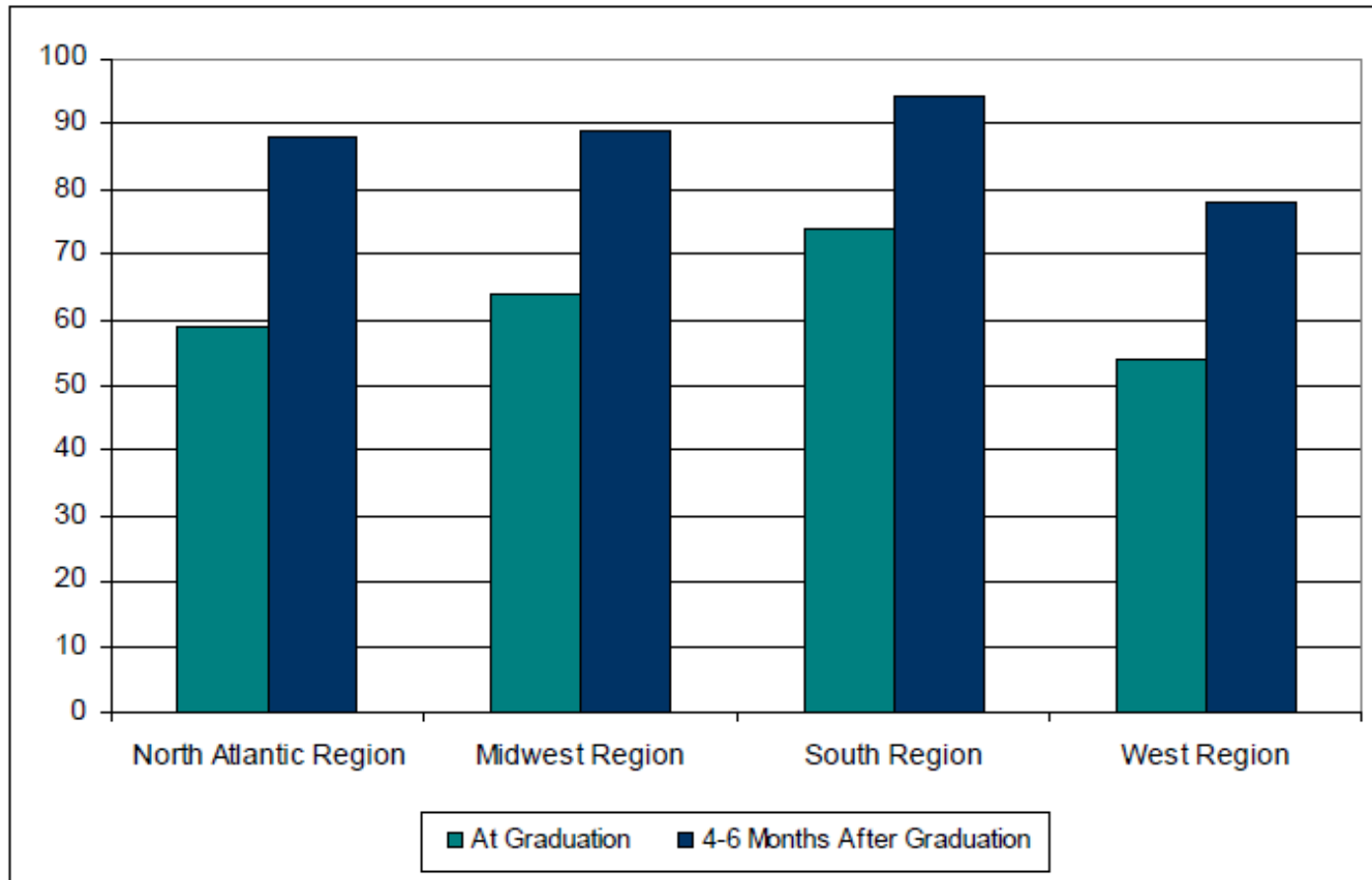
# HI: Newly Enrolled Students



# Average Job Placement Rate of All New College Graduates and Nursing Graduates



# Average Job Placement of New Nursing Graduates by Region



SOURCE: American Association of Colleges of Nursing, Research and Data Center, 2010.

AACN is not responsible for errors in reporting by respondent institutions.

~Aver. 89% had a job offer in 4-6mths

# Hawai'i Newly Licensed RNs

- 75% employed in 6 mo.
- 25% were not employed

## Place of employment:

- 62% Acute care hospitals
- 19% Long term care
- 5% Community settings
- 14% Other



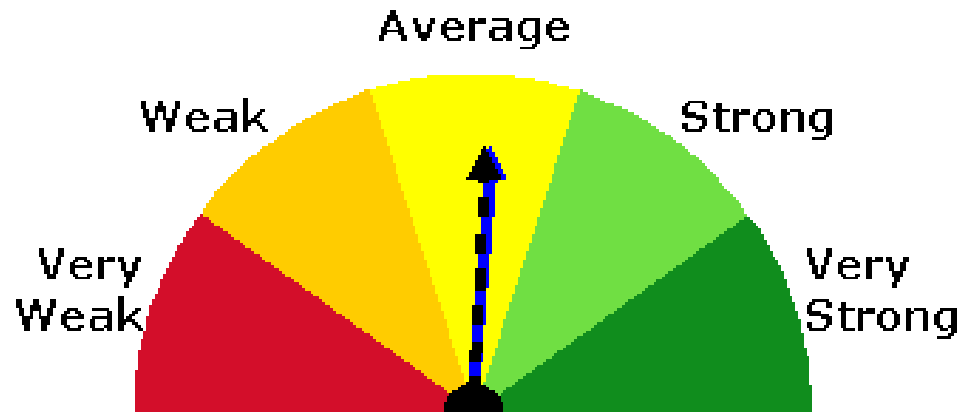
# Nursing and Quality Health Care



Art Gladstone, Chief Operating Officer  
Straub Clinic & Hospital, Hawai'i Pacific Health

# Nurses' Role in Quality

- The 2008 National Healthcare Quality Report shows that Hawai'i ranks average in our overall health care quality
  - High variability in quality across settings
    - Acute Care Measures, Hospital Measures, and others
    - Hawai'i ranks very weak to weak within specific disease categories.



**Performance Meter:  
All Measures**

*(The Agency for Healthcare Research and Quality (AHRQ) 2008 State Snapshots).*

# Nurses' Role in Quality

- Mounting evidence that nursing is central to the design, delivery, monitoring, and improvement of health for both individuals and populations.
- Nursing Sensitive Indicators
  - Nursing-sensitive indicators reflect the structure, process and outcomes of nursing care.
  - The structure of nursing care is indicated by the supply of nursing staff, the skill level of the nursing staff, and the education/certification of nursing staff.
  - Patient outcomes that are determined to be nursing sensitive are those that improve if there is a greater quantity or quality of nursing care. (*American Nurses Association*)
    - Research Based
    - Utilized by Accreditation Organizations
    - Monitor for impact of nurse staffing

# Nursing Sensitive Indicators

- **Infection Rates**
  - MRSA
  - Ventilator Associated Pneumonia
  - Urinary Tract Infection
  - Blood Stream Infections
- **Core Measures**
  - Smoking Cessation
  - Discharge Instructions
- **Falls**
  - Number
  - Patient outcome
- **Restraints**
  - Number of events
- **Pressure Ulcers**
  - Number
  - Degree/severity of ulcer
- **Patient Satisfaction**
  - Pain
  - Education
  - Courtesy and respect from nurses

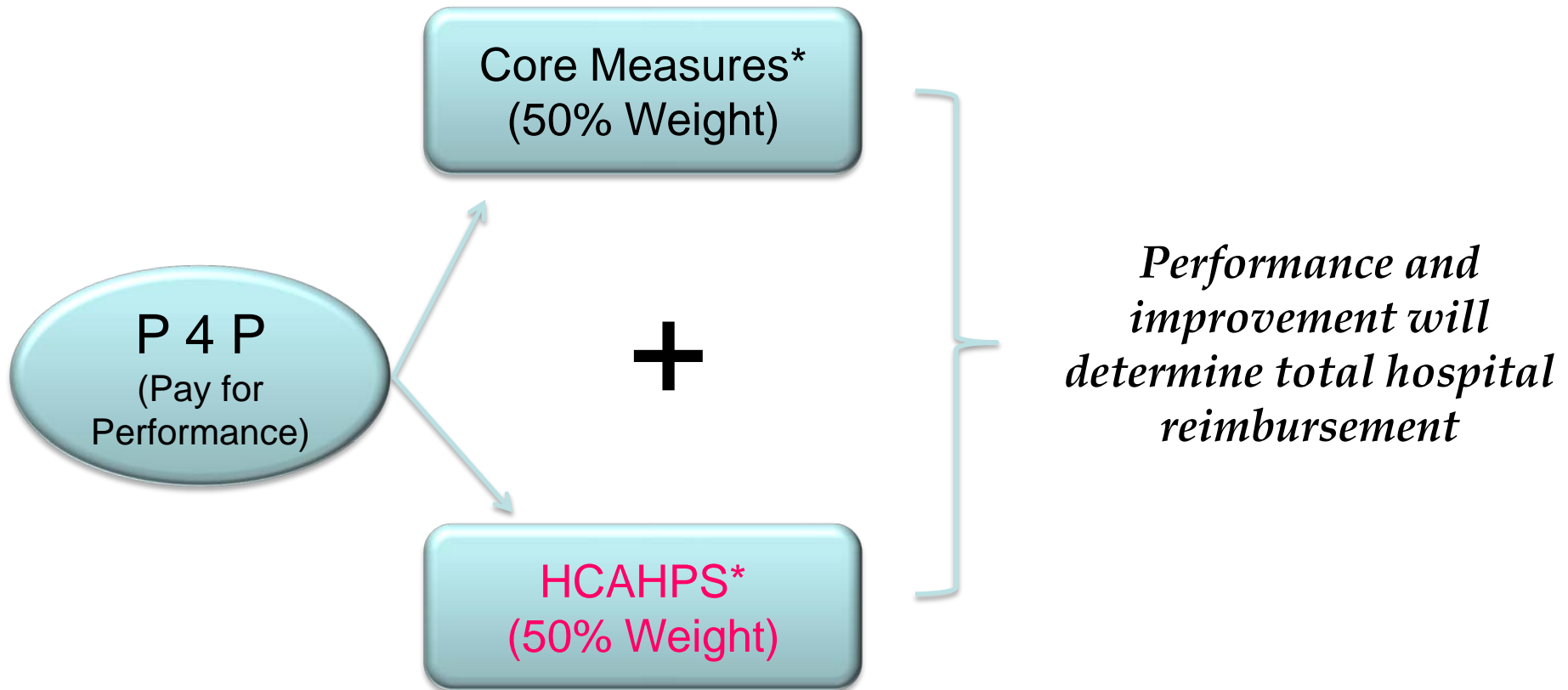
# Hospital Consumer Assessment of Healthcare Providers and Systems

- “HCAHPS is a metric that represents the patient’s perception of *quality care*.” *Quint Studer*
- First national, standardized, publically reported survey of patients’ perspectives of hospital care
- Developed by the Centers for Medicare and Medicaid Services (CMS) and the Agency for Healthcare Research and Quality (AHRQ)
- Publically reported in 2008 via [www.hospitalcompare.hhs.gov](http://www.hospitalcompare.hhs.gov)
  - Reporting is tied to reimbursement
- Value-based purchasing is coming (FY 2013)

# HCAHPS

- Survey Basics
  - Measures Frequency (always, usually, sometimes, never)
  - Six Composites (categories) of questions
    - Communication with doctors
    - Communication with nurses
    - Responsiveness of hospital staff
    - Pain Management
    - Communication about medications
    - Cleanliness of hospital
    - Quietness at night of hospital
  - Three additional questions regarding Discharge information (no to yes), Willingness to recommend the hospital (definitely no to definitely yes), and Overall hospital rating (0-10)

# CMS Value Based Purchasing



Implementation FY 2013 (Oct 2012)

\*Impact percents are estimates based on the latest forecasts (11.2.10).

# The Future of Nursing

## IOM and RWF Foundation



Mary Boland, Dean  
School of Nursing and Dental Hygiene, University of Hawai'i at Mānoa

Power point slides provided by the Robert Wood Johnson Foundation



# Advancing Health Through Nursing

- The 2010 Future of Nursing IOM report created the first evidence based review of the place of nursing in improving health
- Commissioned papers provided a basis for a concise action oriented agenda
- Four key messages

# Why Now?

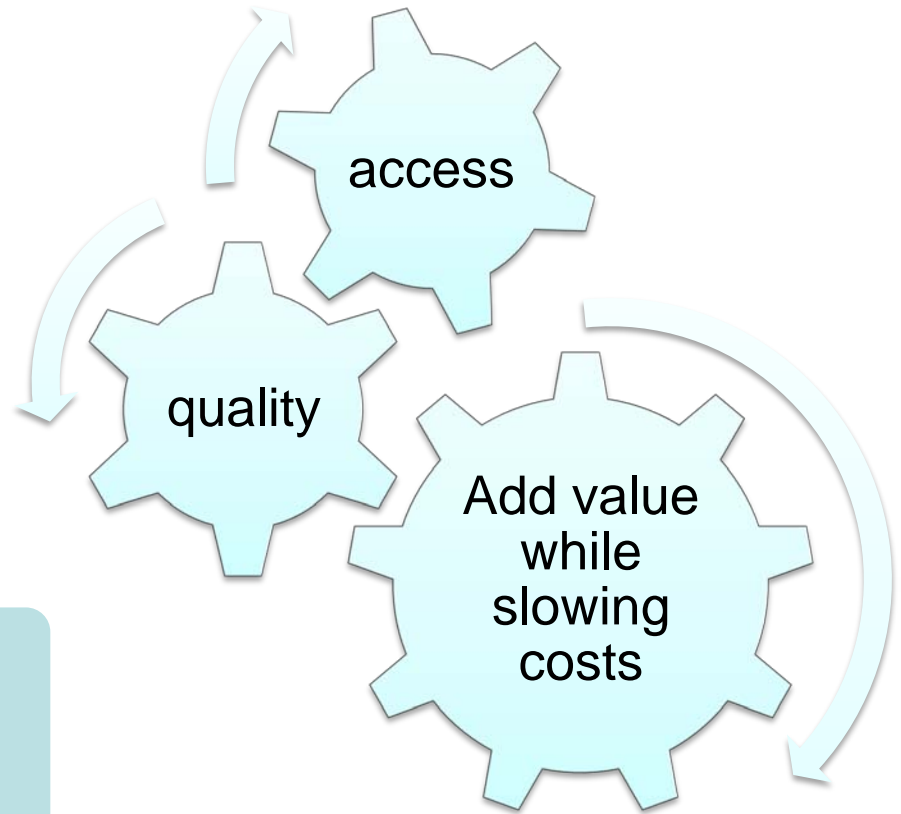
**Initiative on the  
Future of  
Nursing**



**Health reform**



**Chance to  
transform  
system to  
improve care**



# IFN Vision

## The Future System:

- **Quality care accessible to diverse populations**
- **Promotes wellness and disease prevention**
- **Reliably improves health outcomes**
- **Compassionate care across lifespan**
- **Diverse needs of the changing patient population**

## How?

- **Primary care and prevention are central drivers**
- **Interprofessional collaboration and care coordination are norm**
- **Payment rewards value**
- **Quality care at affordable price**
- **Redesigning the care delivery system**

# Nurses: Potential to Effect Wide-Reaching Changes!

Largest component of health care workforce

Spend most time with patients

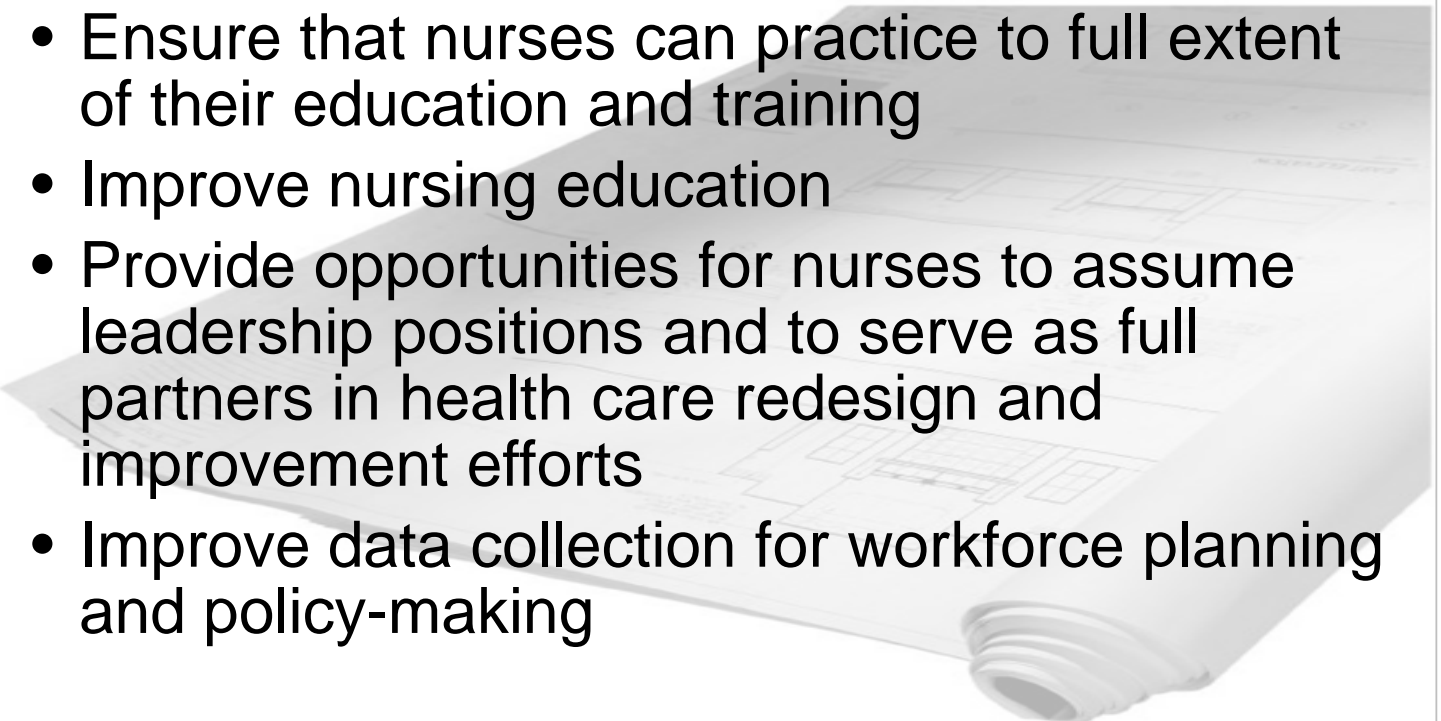
Understand care process across continuum of care

Evidence links them to high-quality patient care



# The Future of Nursing: Leading Change, Advancing Health

## A blueprint to:

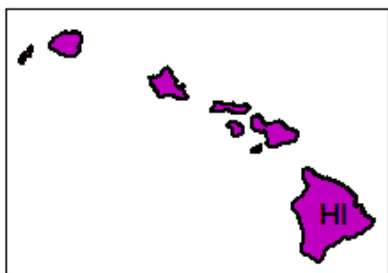
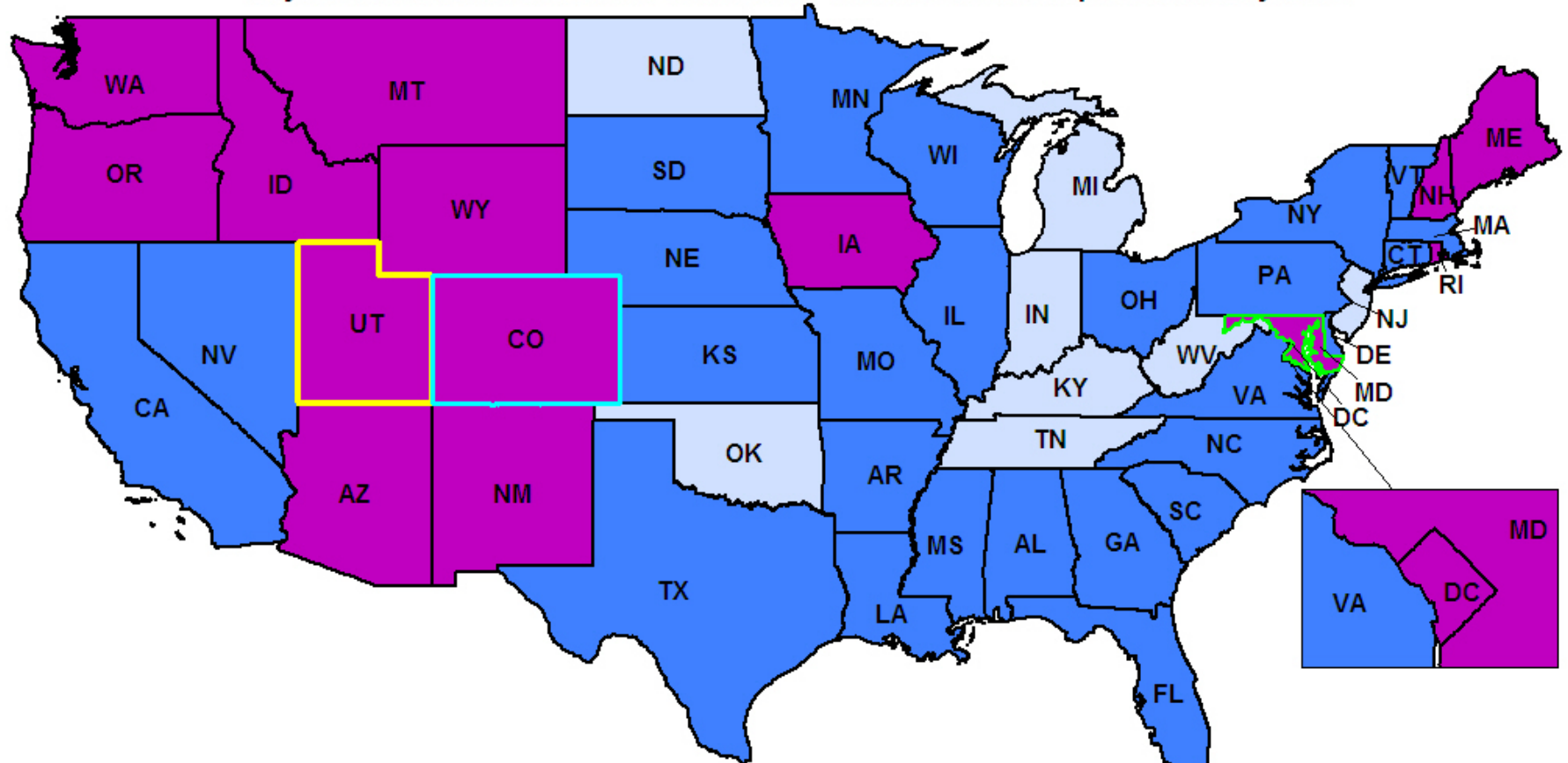
- Ensure that nurses can practice to full extent of their education and training
  - Improve nursing education
  - Provide opportunities for nurses to assume leadership positions and to serve as full partners in health care redesign and improvement efforts
  - Improve data collection for workforce planning and policy-making
- 

# Four Key Messages

#1) Nurses should be able to practice to full extent of their education and training

- Need to remove scope-of-practice restrictions for APRNs
- Need nurse residency program to better manage transition from school to practice

## Consumer Access and Barriers to Primary Care: Nurse Practitioners Physician-Nurse Practitioner Restrictive Collaboration Requirements by State



**Restrictive Collaboration Requirement**

- No requirements (independent practice)
- Required to prescribe
- Required to diagnose, treat and prescribe

Required consultation for Controlled Substances II-III only

NP signs one-page collaboration form; no physician signature required

Source: This map combines Map 1 OVERVIEW OF DIAGNOSING AND TREATING ASPECTS OF NP PRACTICE and Map 2. OVERVIEW OF PRESCRIBING ASPECTS OF NP PRACTICE developed by Linda Pearson, 2010: [www.pearsonreport.com](http://www.pearsonreport.com). Prepared by AARP Research & Strategic Analysis for the Center to Champion Nursing in America. Updated 10.1.10 (c) AARP, 2010. All rights reserved.

# Four Key Messages

#2) Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression

- More BSN-trained nurses
- ADN-to-BSN and ADN-to-MSN programs
- Increase student diversity to create workforce prepared to meet demands of increasingly diverse patient population



# Four Key Messages

#3) Nurses should be full partners with physicians and others in redesigning U.S. health care

- Foster leadership skills and competencies
- Nurses must see policy as something they shape

# Four Key Messages

#4) Effective workforce planning and policy-making require better data collection and an information infrastructure

- Need balance of skills and perspectives among physicians, nurses and others
- Need more specific workforce data collection both within and across professions

# It Will Take All of Us!

Government

Business

Health Care  
Institutions

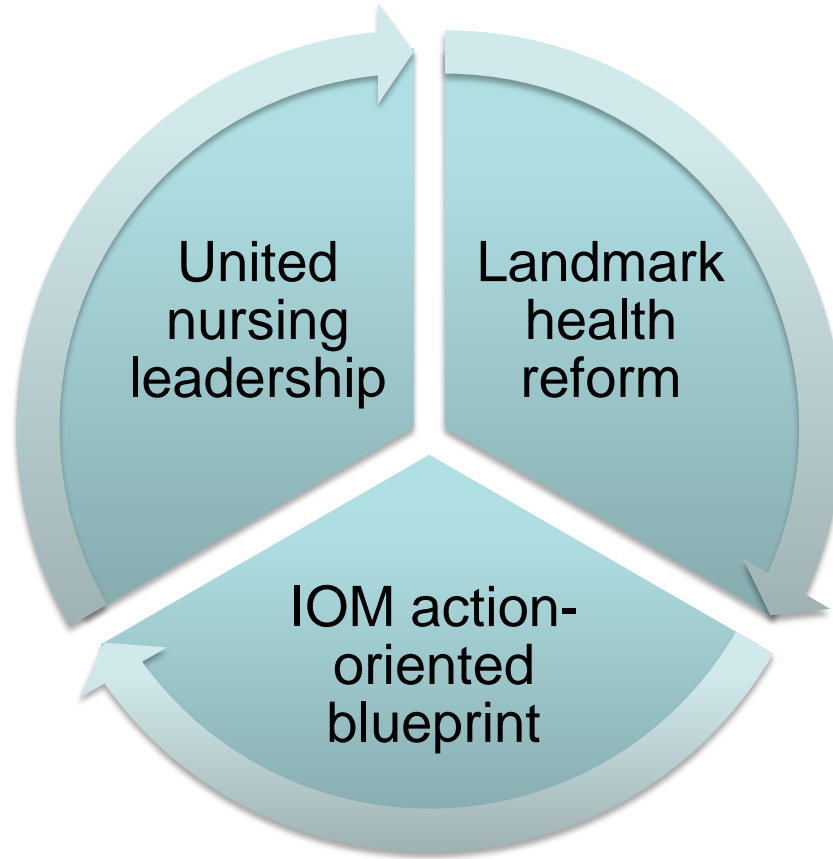
Academia

Other Health  
Professionals

Insurance  
Industry



# Opportunity Of Our Lifetime



# Continuing Education Study

## (SCR 167)

- Committee Established: 27 members
- Co-Chairs, Dean Mary Boland UH Mānoa Nursing; Art Gladstone, Straub/Hawai'i Pacific Health; Glenda Tali, University of Phoenix
- Charged to examine whether CE should be a requirement for continuing licensure

# **SCR 167 SD2**

## **Status Report**

- Reviewed CE literature for health disciplines
- Reviewed CE requirements across the 50 states
- Invited NCSBN to present the state of the science
- Only APRNS are required to complete CD in Hawaii

# Interim Findings

- Status quo is not sufficient to ensure delivery of competent quality care
- Traditional continuing education approaches are not effective in assuring competency
- Variable regulation across the states
- Any effort must address capacity of BON/DCCA to address compliance

# NEXT STEPS





# Next Steps

- The regulatory effort must focus on “Continuing Competency” for practice rather than the traditional CE model
- The Committee will develop a Hawai‘i nursing continuing competency program including resources required to ensure a successful phased in effort embraced by practicing nurses and the workplace.
- The Committee will require resources to complete the requirements set forth in the resolution and may seek legislation to secure such resources.

# Contact Information

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[www.hinursing.org/](http://www.hinursing.org/)

