FUTURE OF NURSING™

Campaign for Action

The Alabama Health Action Coalition (AL-HAC)

Carol J. Ratcliffe, DNP, RN, FACHE
AL-HAC - Nursing Co-Leader

Birmingham Black Nurses Association, Inc. Open House
UAB Hospital, Birmingham, AL
February 3, 2014
OBJECTIVES

Describe the Institute of Medicine’s (IOM) 2010 report on the Future of Nursing

Provide an overview of AL-HAC accomplishments

Highlight the outcome of the Health Summit and the initial recommendations for the Alabama Health Action Agenda
High-quality, patient-centered health care for all will require a transformation of the health care delivery system.

One of the most-viewed online reports in IOM history.
IOM’S FUTURE OF NURSING
FOUR KEY MESSAGES

• Nurses should practice to the full extent of their education and training.
• Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
• Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
• Effective workforce planning and policy making require better data collection and an improved information infrastructure.
HEALTH CARE SYSTEM CHALLENGES

High costs

Primary care shortage

Fragmentation

Health care disparities

Aging and sicker population
AND THIS IS

• Not Reform…
  – It is Transformation

• Not what healthcare has been….
  – But what it must be

• Doesn’t just improve the past…..
  – But creates a new future

• A purpose beyond improving nursing…
  – But improving nursing to advance care & care outcomes
CAMPAIGN STRATEGIES

Diverse Stakeholders

Action Coalitions

Research, Monitoring, Evaluation

Grantmaking

RWJF
AARP
Advisory Committee

Policy-makers

Communications

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ALABAMA HEALTH ACTION COALITION
Advancing Health in Alabama
CAMPAIGN FOR ACTION PILLARS

Advancing Education Transformation

Removing Barriers to Practice and Care

Nursing Leadership

Interprofessional Collaboration

Diversity

DATA
CAMPAIGN FOR ACTION SUMMIT 2013:
TRANSFORMING HEALTH CARE THROUGH NURSING
AL-HAC AT NATIONAL SUMMIT
ALABAMA HEALTH ACTION COALITION (AL-HAC)

The Alabama Health Action Coalition (AL-HAC) serves as the driving force for transforming health care through nursing in our state. Recognizing the important work already underway in Alabama and with a goal of long-term sustainable change, AL-HAC leads the way to improve the health of the population.
AL-HAC LEADERSHIP TEAM

Carol J. Ratcliffe, DNP, RN, FACHE
Past President, Alabama Organization of Nurse Executives

Kathleen A. Ladner, PhD, RN, FACHE
Past President, Alabama Organization of Nurse Executives

Jane Yarbrough, BSN, RN
Health Management Department Manager, Blue Cross Blue Shield of Alabama

Lacy Gibson, BS
Director of Human Resources/Workforce Development Committee, Alabama Hospital Association
AL-HAC GOALS

• Improve the health status of all Alabamians
• Increase access to cost-effective and high-quality care
• Foster interprofessional and community collaboration
• Develop an Alabama Health Action Agenda that will incorporate the IOM/FON and Healthy People 2020 recommendations with ongoing state health initiatives
BRINGING IT ALL TOGETHER
AL-HAC ORGANIZATIONAL STRUCTURE

Alabama Health Action Coalition (AL-HAC)

AL-HAC Co-Leaders

Steering Committee

Joint Constituency Groups/Members

ANLEP Constituency and other nursing stakeholders

Partner Stakeholders

Communications Committee

2013 Summit Task Force

Fundraising & Sustainability Committee

Alabama Health Action Agenda (AHAA)
(based on IOM, HP 2020, state health priorities)

Nursing Education Work Group

Health Workforce Data Repository Work

Other Work Groups based on AHAA

Infrastructure that supports/sustains AHAA

"80x20 Task Force"

Doctoral Education Task Force

Interprofessional Collaboration

Diversity

Decrease Barriers to All Providers

*Leaders of nursing and partner constituency and stakeholder groups (ANLEP, BCBSAL, AlaHA, MASA, AARP)
AL-HAC Accomplishments
AL-HAC ACCOMPLISHMENTS

- Use of ALAHA’s Health Research & Education Foundation 501c3 to deposit funds for financial support
- Engagement of new high profile stakeholders
- Questions added to the 2013 LPN licensure renewal
- RWJF State Implementation (SIP) Grant awarded to support the work of the Alabama 80 x 20 Taskforce
- Exceeded fundraising campaign of $75,000 seed money for RWJF SIP Grant
AL-HAC ACCOMPLISHMENTS CONTINUED

• Web domains secured by Alacare for the AL-HAC

• AlaONE Board of Directors supported the prescriptive authority bill for nurse practitioners and certified nurse midwives signed into law by Governor Bentley in June 2013

• Successful 2013 Health Summit on September 18, 2013

• Incorporation of the 2010 IOM Report recommendations in the 2013 AlaONE Annual Leadership Conference

• Media Release on AL-HAC and RWJF SIP Grant
2013 Health Summit
HEALTH SUMMIT OBJECTIVES

Establish and identify stakeholders in all regions that can be active participants in the plan to improve healthcare in the state of Alabama by increasing the proportion of nurses with BSN degree to 80% by 2020.

Understand the need to establish a comprehensive health workforce data repository for all health care providers that will support health planning and policy development.

Identify and prioritize challenges faced by each region that directly affect the healthcare of Alabamians.
Regional Care Organization Districts
Effective October 1, 2013
IMPROVING ALABAMA’S REGISTER NURSE WORKFORCE BY INCREASING RN TO BSN PROGRESSION
RWJF STATE IMPLEMENTATION GRANT

- Dr. Kathleen Ladner, RN, FACHE (PI)
- Dr. Martha Dawson, RN, FACHE (Co-PI)
- Dr. Michelle Cheshire, RN (Chair Alabama 80x20 Taskforce)
- Increase the number and proportion of BSN graduates
  - Goals
    1. Design and implement a seamless articulation plan
    2. Improve Collection/Monitor Workforce Data
    3. Identify and facilitate the development of additional financial sources
    4. Increasing the Diversity of Students and Nurses
    5. Hire a Program Manager for AL-HAC
    6. Building Minority Partnerships
WHY IS THIS IMPORTANT?

- Alabama’s Population 4.7 Million
  - Caucasian 67%
  - African Americans/Black 26%
  - Hispanic/Latino 3.9%
- 82% of the State is Designated as Rural
- 62 of 67 Counties are Health Professional Shortage Areas
- Ranked 47th Nationally in Health Status
ALABAMA RN GRADUATE NURSING PROGRAMS GRADUATES BY DEGREE

<table>
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<tr>
<th>Year</th>
<th>A.D.N.</th>
<th>BSN</th>
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<tbody>
<tr>
<td>2006-07</td>
<td>62%</td>
<td>38%</td>
</tr>
<tr>
<td>2007-08</td>
<td>63%</td>
<td>37%</td>
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<tr>
<td>2008-09</td>
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<tr>
<td>2009-10</td>
<td>61%</td>
<td>39%</td>
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<tr>
<td>2010-11</td>
<td>59%</td>
<td>41%</td>
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Source: National State Board of Nursing Statistical Database

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ALABAMA NURSING DEMOGRAPHICS

- 62,024 Registered Nurses
  - .9% Doctorate in Nursing
  - 9.5% Master of Science
  - 31.6% Bachelor of Science
  - 43% Associate Degree
  - 3.7% Diploma

- Racial Ethnic Breakdown
  - Caucasian 81.7% RNs
  - African Americans/Black 14.3% RNs
  - Hispanic 0.6%*

Source: Alabama RN 2012 Licensure Renewal Unpublished Data
*2011 Report
BARRIERS TO ATTAINING IOM RECOMMENDATIONS IN ALABAMA

- Poverty
- Lower Education Attainment
  - Rank 44th in High School Graduation
  - Dropout Rate 41%
  - Adult Literacy Rate >30%
  - 21% of Alabamian’s 25+ Years of Age with a B.S. Degree
- Cost of Higher Education

AL-HAC: NEXT STEPS

• Operationalize the RWJF SIP Grant proposal
• Continue to Diversify Stakeholders
• Hire a Paid Director
• Continue Development efforts for sustainability
• Survey Nurse Participation on Boards Across Alabama
• Collaborate to Re-Establish a Nursing Workforce Data Repository and Work Toward a Comprehensive Healthcare Workforce Data Repository
“Coming together is a beginning. Keeping together is progress. Working together is success.”

-Henry Ford
ACTION COALITION UPDATES

http://campaignforaction.org/

http://campaignforaction.org/state/alabama

http://www.youtube.com/watch?v=V_PnaXjVn2c
Questions and Discussion

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