

The future nursing workforce: New roles in a transformed health system

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Why the nursing workforce is critical to health system transformation

- With nearly 3 million nurses in active practice, nursing is **by far** the largest licensed health profession (*about four times as many nurses as physicians*)
- Nursing care linked to quality and satisfaction measures that will increasingly be tied to value-based payments
- Nurses provide whole-person care across health and community-based settings
- Nurses are the ultimate “flexible” workforce taking on new roles in transformed health system



Shortage? No shortage? Do we really know?

- Nursing models are mixed: some suggest shortage, others excess supply
- Even recently, graduates in states predicted to be in shortage were not getting their first, or even second, employment choice
- But focusing on whether we have a shortage in numbers distracts us from a more important question:

**Will we have the right mix of nurses in the
right locations, specialties and practice settings
with the *skills and competencies* needed to meet
the demands of a transformed health care system?**



Nursing workforce: New roles, new rules

“What will it take to optimize contributions of nurses?”

- ***Redesign the nursing curriculum to educate nurses with new competencies;***
- ***Retrain existing nurses with new skills and knowledge;***
- ***Revamp licensing examination and requirements to reflect the new curriculum; and***
- ***Restructure the state regulatory system to allow flexible deployment of the nurse workforce.”***

The image shows the cover of a research brief titled "Nursing in a Transformed Health Care System: New Roles, New Rules". The cover features the Penn LDI logo (Leonard Davis Institute of Health Economics) and the Interdisciplinary Nursing Quality Research Initiative logo. The text on the cover includes the title, authors (Erin Fraher, PhD, MPP and Joanne Spetz, PhD, FAAM), and a key takeaway message: "Although the supply of nurses is likely to meet overall demand, the nature of a nurse's job is changing dramatically. In redesigned health care systems, nurses are assuming expanded roles for a broad range of patients in ambulatory settings and community-based care. These roles involve new responsibilities for population health, care coordination and interprofessional collaboration. Nursing education needs to impart new skills and regulatory frameworks need to be updated to optimize the contributions of nurses in transformed care delivery models." The cover also includes an introduction and a section on new nursing roles in a redesigned health care system.

-Quoted from **Janet Weiner, MPH**. Penn LDI Voices Blog. “Re: Nurses”.
June 25, 2015. <http://ldi.upenn.edu/voices/2015/06/25/re-nurses>

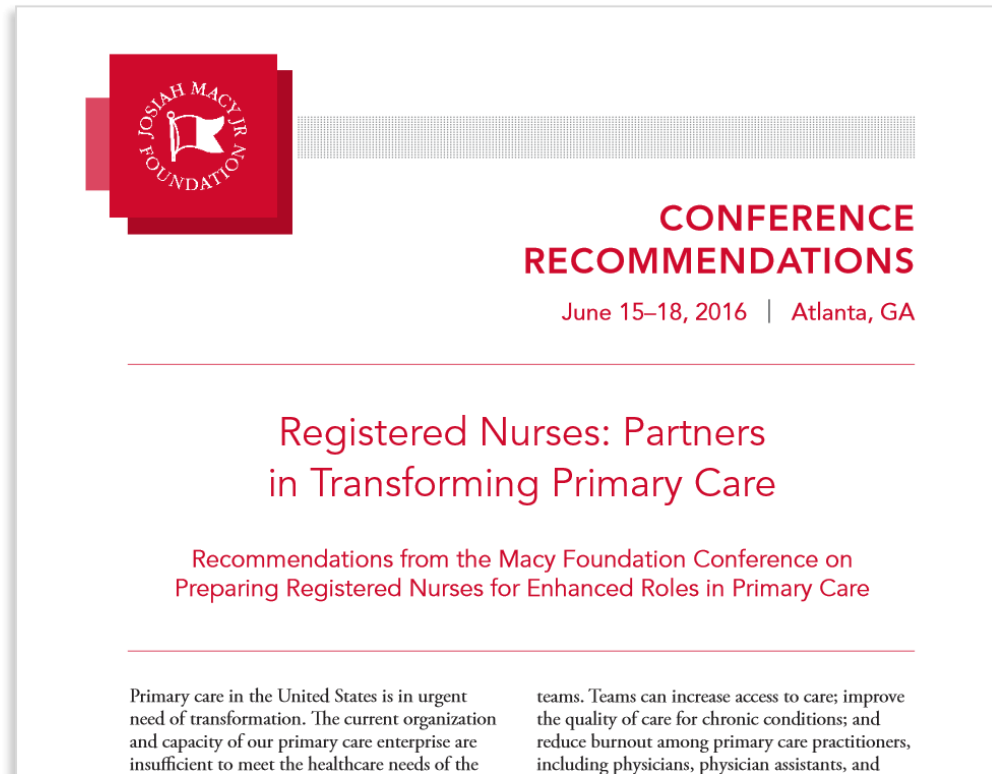
<http://www.shepscenter.unc.edu/wp-content/uploads/2015/07/inqri-ldi-brief-nursing.original.pdf>

Citation: Fraher E, Spetz J, Naylor M. Nursing in a Transformed Health Care System: New Roles, New Rules. LDI/INQRI Research Brief. June 2015. http://ldi.upenn.edu/uploads/media_items/inqri-ldi-brief-nursing.original.pdf.



Macy Report: Registered Nurses are underutilized in primary care

1. Culture change needed to elevate primary care in RN education
2. Practices should redesign care delivery models to better utilize RN skills
3. Educators need to put more emphasis on primary care content
4. Lifelong learning opportunities needed to support RNs in primary care
5. Better alignment needed between RN education and practice
6. More interprofessional education and teamwork needed in curricula



http://macyfoundation.org/docs/macy_pubs/201609_Nursing_Conference_Executive_Summary_Final.pdf

Recent nursing studies from our Health Workforce Research Center

Policy Briefs and Presentations

- LPN to RN career trajectories
- Assessing the Value of the Doctor of Nurse Practice
- Are Nurses Moving to Outpatient Jobs?
- Practice Patterns of Nurses Who Go on from ADN to BSN

Manuscripts

- Building a Value-Based Workforce in NC (North Carolina Medical Journal)
- How many NPs in Primary Care? Depends on How You Count Them (Medical Care Research and Review)
- The Value of Workforce Data in Shaping Nursing Workforce Policy (Nursing Outlook)

Questions?

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