Maine Nursing Action Coalition

Nurses Investing In The Future Of Maine's Health
<table>
<thead>
<tr>
<th><strong>President</strong></th>
<th><strong>Treasurer</strong></th>
<th><strong>Secretary</strong></th>
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<tr>
<td>Lynn Turnbull</td>
<td>Pam Ernest</td>
<td>Sherry Rogers</td>
</tr>
<tr>
<td>632 Jemtland Road</td>
<td>97 Farmer Road</td>
<td>1225 River Road</td>
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<tr>
<td>New Sweden, Maine 04762</td>
<td>Temple, Maine 04984</td>
<td>Solon, Maine 04979</td>
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<tr>
<th><strong>Co-Lead</strong></th>
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<tr>
<td>Donna DeBlois</td>
<td>Lisa Harvey-McPherson</td>
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<tr>
<td>263 Winthrop Street</td>
<td>P.O. Box 367</td>
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<tr>
<td>Hallowell, Maine 04347</td>
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<th><strong>Board of Directors</strong></th>
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<tr>
<td>Krista Meinerman, USM</td>
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<tr>
<td>Ann Sossong</td>
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<tr>
<td>Kim Esquibel, BON</td>
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<tr>
<td>Paula Delahanty, Penn Bay</td>
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<tr>
<td>Karen Mueller, MDI</td>
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<tr>
<td>Su Supples, USM</td>
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<tr>
<td>Lynne King, UMA</td>
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<tr>
<td>Catherine MacLaren, EMHS</td>
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<th><strong>Terry Colby, UMFK/UMA</strong></th>
<th><strong>Michael Nozdrovicky, SMCC</strong></th>
<th><strong>Sarah Joy, EMHS</strong></th>
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<tr>
<td>Shannon Gauvin, Kaplan</td>
<td>Paula White, MMC</td>
<td>Vicki Sebell, Home Care &amp; Hospice Alliance</td>
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<tr>
<td>Kevin McEwan, DECH</td>
<td>Pat Boston, ANA</td>
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2010 The Future of Nursing: Leading Change Advancing Health

- 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 information infrastructure.
An approach to optimizing health system performance

....Plus 1:

- Improving the patient experience of care
- (including quality and satisfaction);
- Improving the health of populations; and
- Reducing the per capita cost of health care
- An Engaged Workforce
Maine Nurses’ Strategic Initiatives 2012-2020

- Develop Undergraduate Curriculum that Utilizes Competencies for the Future
- Develop a Structure for Effective Workforce Planning (NEONI)
- Develop Statewide Models for Retention of New Graduates and Older Workers
- Increase the Proportion of Nurses with BSN’s to 80% by 2020
- Champion at Least 10% of BSN’s Matriculate into a Masters or Doctoral Program
Watch the presidents of the National Academy of Medicine and Robert Wood Johnson Foundation discuss efforts to build a Culture of Health!


Building a Culture of Health, Nursing, and the National Academy of Medicine's Evaluation

Dr. Risa Lavizzo-Mourey, MBA, president and CEO of the Robert Wood Johnson Foundation, and Dr....

www.youtube.com

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RNs, the most trusted profession, (Gallop) are positioned to assume leadership roles in health care, provide primary care services to meet increased demand, implement strategies to improve the quality of care, and play a key role in innovative, patient-centered care delivery models toward a healthier community.
As our health care system evolves, more nurses are getting their first jobs outside of the hospital. http://onforb.es/1kAUkdX

Nurse Jobs Shift From The Hospital To The Community
An increasing number of nurses are getting their first jobs outside of the hospital as the healthcare system moves from fee-for-service medicine to population health that focuses on outreach and tries to keep patients well. About 76% of new...
This is a forecasting tool, not a forecast. That is, we know that demand for healthcare can shift, sometimes dramatically, over time, so the tool accommodates that.

Trends in healthcare (new treatments, technologies), economic conditions and patient acuity all play a part in the demand for healthcare.

Therefore, this tool is designed to allow for adjustments of the assumptions to reflect changes in demand (and supply).
Maine faces pressing health challenges – an aging population, increasing numbers of patients with multiple chronic conditions, an uninsured population challenged to access services they need and a nursing workforce that is generally older than nursing workforces in others states. The aging of Maine’s nursing workforce is creating a shortage that will become more critical in the next few years.
Maine’s Nurse Workforce

- In 2015, there were approximately 28,000* (RNs/APRNs).
- 86.4% of all licensees are working as a nurse.
- The great majority are RNs (88.5%).
- LPN programs have all closed, and LPN workforce is expected to be very small by 2027.

*pending confirmation from NURSYS
Understanding and Planning Maine’s Nursing Workforce

Maine’s Population

- Between 2015 and 2027, Maine’s senior population will grow from 20% of the total, to 26% of the total population. Meanwhile, those aged 18-64 will drop from 62% of the population to 55%.
- Maine’s population of young people will decrease slightly. Therefore, in order to increase the number of newly educated nurses within Maine, a larger proportion of nurses will need to be drawn from a population which is not growing larger.

Population Shifts, 2015-2027, Total Maine Population

The Center for Health Affairs workforce initiative, NEONI
Maine RNs are Aging

- Median age is 51 but heavy cluster in age 58-65 (22% of all RNs)
Maine’s Population

- What a difference ten years will make.

Maine Population, By Age Groups, 2017 - 2027

Somewhat Similar in 2017 and 2027

Very Different Story for Older Cohorts

2017 2027
Maine’s expected number of young people is decreasing. Those between the ages of 18-24 in the state are expected to decrease by 4.8% by 2027.

This is your largest pool of potential new RNs. Its shrinkage offsets the trend of increased proportion of young people choosing nursing as a profession.

The potential younger RN workforce cannot keep up.

The Center for Health Affairs
NEONI

Maine’s Population Changes, By Major Age Group And the RNs Providing Healthcare 2015-2027

- Maine’s expected number of young people is decreasing. Those between the ages of 18-24 in the state are expected to decrease by 4.8% by 2027.
- This is your largest pool of potential new RNs. Its shrinkage offsets the trend of increased proportion of young people choosing nursing as a profession.
IMPACT OF AGE ON INPATIENT DEMAND – Hospital Setting

Inpatient Days, By Age, Urban/Non-Urban Population

- Female, Non-Urban
- Male, Non-Urban
- Female, Urban
- Male, Urban
Your current RN workforce cannot make up the shortfall, either.

<table>
<thead>
<tr>
<th>Region</th>
<th>% of Licensees Working As A Nurse</th>
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<tbody>
<tr>
<td>York; Cumberland</td>
<td>87%</td>
</tr>
<tr>
<td>Sagadahoc; Lincoln; Knox; Waldo</td>
<td>84%</td>
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<tr>
<td>Hancock; Washington</td>
<td>84%</td>
</tr>
<tr>
<td>Oxford; Franklin; Androscoggin</td>
<td>89%</td>
</tr>
<tr>
<td>Somerset; Kennebec</td>
<td>88%</td>
</tr>
<tr>
<td>Piscataquis; Penobscot</td>
<td>89%</td>
</tr>
<tr>
<td>Aroostook</td>
<td>89%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>87%</strong></td>
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Can we get more nurses to work? No. This can’t get much higher.
Summary: The Dynamics of Maine’s Supply & Demand for Nurses

Supply Model: How Many Nurses We Have
- Number of newly licensed nurses (RNs and APRNs)
- Demographics of the nurse workforce (in particular, age)
- Work patterns of the nurse workforce (in particular, the number of hours worked)

Demand Model: How Many Nurses We Need
- Size of the population
- Amount of healthcare (by setting) required by the population
- Number of nurses required to provide each ‘unit’ of healthcare
- Trends in healthcare, economic conditions, patient acuity

While the trend has been a steady uptick in the number of RNs in most states and nationally, in ME, that is expected to decrease during the next 10 yrs. And, there are unusually low proportion of Millennials.

Your RN workforce is aging.

There is no room to grow, here. Most RNs are working, and working FT.

Somewhat stable, but aging.

Remain the same?

Remain the same?

Remain the same?

Won’t remain the same.
We are given powerful decision authority over the health and welfare of others based on the belief that ... we use a substantial amount of scientific knowledge & technical skill to guide our practice ... and we uphold our commitment to monitor & evaluate our practice to a set of standards.

Maria W. O’Rourke, 1976
Increase the Number of Qualified Faculty
  - Create innovative models with incentives

Increase Clinical Placements and Change Clinical Models
  - And increase matriculation rate

Align Education and Practice at a Time of Transformation
  - Provide credit from prior experience

Recruit and Retain Talent
Maine Partners in Nursing Education and Practice
Connection ● Communication ● Collaboration
Re-imagine Maine’s Nursing Education and Practice
Maine Nurse Core Competencies Pilot

Initial Timeline

September ‘16 - November ‘16:
Evaluation: Data Collection Phase

December ‘16 - March ‘17:
Insight and Development - Data Analysis and Tailored Education Recommendations based on initial data

April ‘17 - May ‘17
Re-Evaluation: Second assessment cycle to measure results to initial educational efforts
State-wide Competency Distribution - First Cycle

Organizational Overview
Core Competencies will develop Nurses to Lead the Healthier Communities Movement in Maine

The statewide integration of Core Competencies in education and practice will position Maine’s RN workforce to assume leadership roles in health care, provide primary care services to meet increased demand, implement strategies to improve the quality of care, and play a key role in innovative, patient-centered care delivery models.

The nursing profession plays an essential role in improving patient outcomes, increasing access, coordinating care, and reducing health care costs. ....Healthcare Transformation toward healthier communities in Maine.
MENAC GOAL: 200 Boards in Maine with Nurses as Voting Members

MENAC 2016 Survey:
Total number of respondents: 1202

Are you a voting member of a Board of Directors?
235 – Yes

329 – # of Board Seats in Maine

21 Nurses are serving on National Boards
61 Nurses are serving on State Level Boards
91 are Officers on Boards
Maine Nurses on Boards Survey respondents’ Age as follows:

- 18 < 30 years of age
- 70 - between 31 – 39
- 160 - between 40 – 49
- 261 - between 50 – 59
- 241 > 60 years of age
Improved population health equity & well-being
...grow a movement toward a healthier Maine

NURSE
- educated
- caring
- helpful
- valuable
- skilled
- self
- long
- friendly
- healing
- residents
- health
- human
- nursing
- professional
- medical
- purpose
- hospital
- caring
- support
- people
- children
- emergency
- hospice
- smile
- care
- therapy
- LPN
- PA
- caregiver
Leading Solution Ideas

Increase the Number of Qualified Faculty
  ▪ Create innovative models with incentives

Increase Clinical Placements and Change Clinical Models
  ▪ And increase matriculation rate

Align Education and Practice at a Time of Transformation
  ▪ Provide credit from prior experience (such as veterans)

Recruit and Retain Talent From Out of State