17th Annual
MAINE NURSING SUMMIT
March 21, 2018

Nursing Workforce Development: Innovate, Collaborate, Initiate

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Department of Nursing
• The new Maine Medical Center/St. Joseph’s BSN cohort will be used as an exemplar.

• At the conclusion of this presentation, participants will be able to:
  – Discuss innovation in the context of increasing the nursing workforce.
  – Describe the importance of key collaboration to solve workforce development challenges.
  – Propose a plan to initiate innovative workforce development ideas with identified critical stakeholders.
Change the Status Quo

- Innovate
- Collaborate
- Initiate
Innovation is important!

What is it?

- Difficult to define
- Challenging
- Easily recognized

Pablos Homan

Futurist
Inventor,
Notorious hacker
What’s Happening with Innovation?

- 20% of Chief Executives believe innovative investments do not pay off.
- Approximately 30% of change efforts are successful.

Perhaps the organizational structures need to splice the cultural DNA and add a innovative strand.
Invite Innovation

• Encourage people to bring forth their new ideas:
  – Center for Nursing Innovation
  – Omni Meetings
  – AACN

Exemplar: Leadership at the College, the State, & national organizations present the opportunity to improve the nursing shortage and nursing faculty shortage.
Think different

Use Pablos’s Hacker strategy!

• Analyze the current process:
  • What are the vulnerabilities?
  • Consider the opportunities for change.
  • Brainstorm without judgment:
    • List the worst ideas
    • Attempt to correct what is “wrong” with the idea
  • Approach the issue with an open vulnerability.
Are You Man Enough...

...To Be A Nurse?

Want a career with unlimited opportunities that will challenge your intelligence, courage and skill, be a nurse.

For information about the exciting possibilities in the nursing profession, including links to educational & financial resources, go to www.WorkforceCentralFlorida.com/PHC.
### Maine’s Nursing Workforce

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-10</td>
<td>9.4%</td>
<td>90.6%</td>
</tr>
<tr>
<td>11-20</td>
<td>8.8%</td>
<td>91.2%</td>
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<tr>
<td>21-30</td>
<td>5.9%</td>
<td>94.1%</td>
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<td>31-40</td>
<td>4.3%</td>
<td>95.7%</td>
</tr>
<tr>
<td>41+</td>
<td>1.3%</td>
<td>98.7%</td>
</tr>
</tbody>
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[https://usm.maine.edu/sites/default/files/nursing/Maine%20Nursing%20Infographic_10.4.17.pdf](https://usm.maine.edu/sites/default/files/nursing/Maine%20Nursing%20Infographic_10.4.17.pdf)
Issues in Maine

- Assessment of the Maine nursing workforce issues are clear and have been presented many times over a period of years:
  - Aging nurses leading to severe deficit
  - Fewer Nursing Faculty
  - Clinical Placements
  - Money challenges (tuition expensive, agency onboarding expensive)

- Other factors
  - Agency-Academic disconnect
    - Nursing started in hospitals and moved to a collegiate environment
    - Widely recognized that agency-academic partnerships are critical for learning
  - Individuals that are already in workforce have specific needs
    - Flexible study
    - Shorter programs
    - Support from employers
Challenge

- Increase the enrollment
  - Each school by 10%
Collaborate

Stakeholders:

Agency Leaders
Other Nursing Schools
Governmental Agencies
Professional Organizations
Students
Potential students
Effective Collaboration

• Be confident
• Flexibility (will need to work around busy schedules)
• Persist
• Listen
• Offer something
• Diversify your knowledge
  – (i.e. other industries, music, sports, travel widely)
• Integrate work streams
• Think differently—negotiate, make concessions
  – Choose your battles carefully
• Expect rejection and failure---build on them
Initiate

- Overcome Fears
  - Failure
  - Discomfort-vulnerable
  - Conflict
- Hidden “Holy Grails”
• Encourage failure
  – Test fast
  – Fail fast
  – Do over...
“Man who says something cannot be done should not get in the way of man who is doing it”

Confucius
TAKE ACTION NOW

Let's Get Started
Thank you!
Questions
Discussion