

# VA NURSING

Excellence in Patient-Driven Care

## Presentation to the Commission on Care: Opportunities for VA Nursing

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# VA Nursing Today & Tomorrow



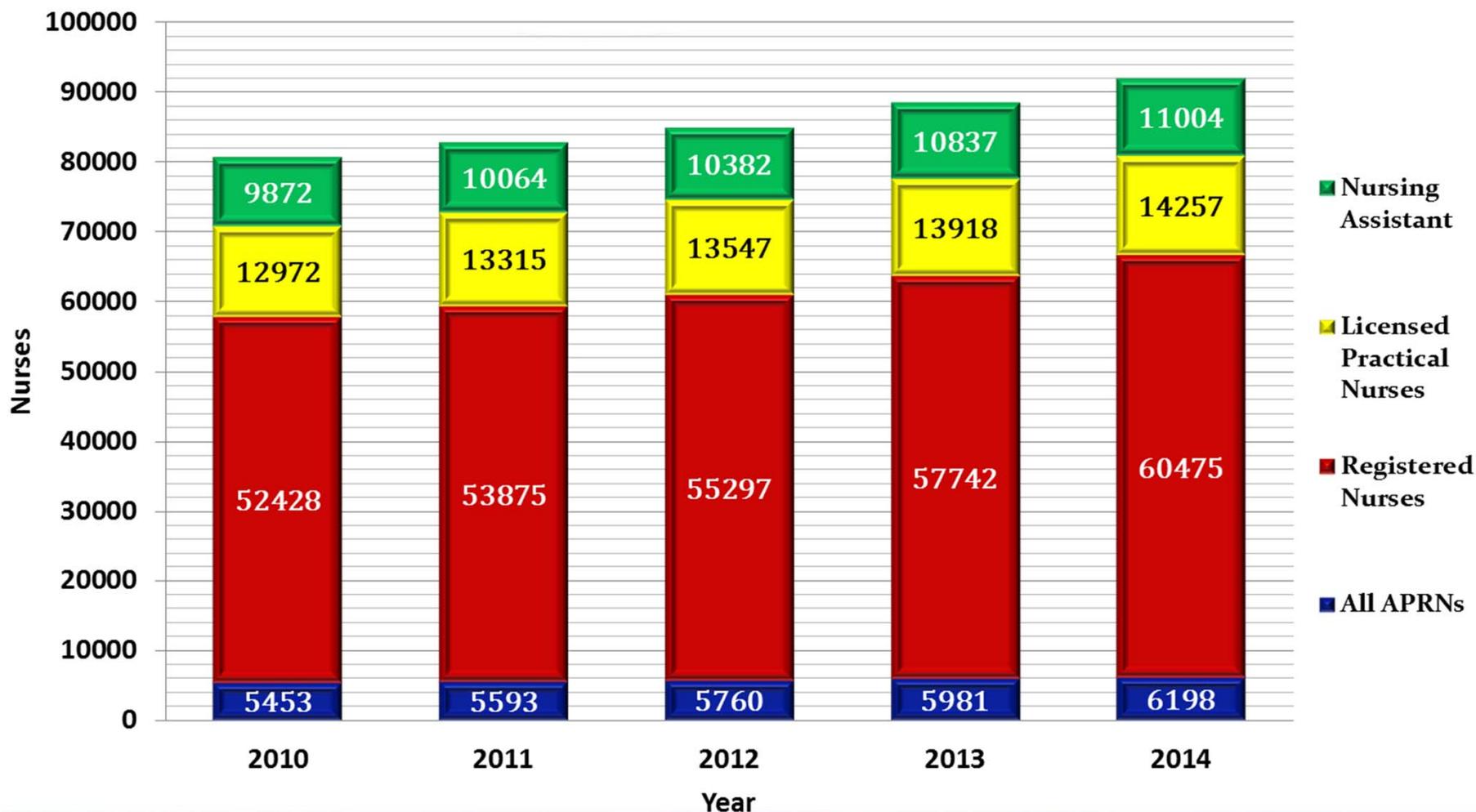
- A systems approach
- Nursing leadership
- Nursing culture
- Professional practice
- New knowledge, innovation and research
- Outcomes
- Future directions



# The VA Nursing Workforce



## The VA's Largest Workforce





# A Systems Approach



1. A systems approach in the VA needs to include Nursing from the lowest levels to the highest
2. The Office of Nursing Services needs to incorporate a clear systems approach in its own structure and functioning
3. Essentially, what this means in both cases, is:
  - a. Considering the whole, not individual elements
  - b. Shifting how we think about problems & solutions



# Leadership in Nursing



## One CNO for the system

1. The executive-level nursing leader serves at the executive level of the organization
2. There needs to be a relationship to the CNO in all areas where nursing is practiced

## Nursing leadership at the VISN level



# ONS as a Real Resource



1. ONS needs to be leading nursing practice and patient-centered care at all levels of the VHA
2. ONS needs to be an advocate for nursing
3. The field needs guidance from Central Office
4. ONS needs to shift from strictly policy to involvement with operations
5. ONS and the field need increased and improved communication



# Critical Cultural Considerations



1. Shifting thinking from traditional silos to collaboration and service excellence
2. Ridding the VA of distrust and fear by increasing employee engagement through
  - a. empowering staff and
  - b. fostering shared decision-making



# Nurse Recruitment



1. Reputation
2. Compensation
3. Training programs
4. Professional opportunities (e.g., research and innovation)



# Nurse Recruitment



“Nurses should practice  
to the full extent  
of their education and training.”

IOM 2010 Report,  
“The Future of  
Nursing,”



# Full Practice Authority



1. It would remove scope-of-practice barriers within the VA by Federal Supremacy
2. Allow APRNs to practice to the full extent of their education and training
3. The proposed change would increase access to care and ensure continuity of the highest quality of care
4. Importantly, it would automatically improve the ease of recruiting APRNs



# Professional Practice Environment



Improve the *desirability* of VA Nursing by expanding:

1. Academic practice partnerships
2. Post baccalaureate residencies
3. Nurse practitioner residency programs
4. The post doctoral research program
5. Post doctoral fellowships



# Goal: Advance Education



- The Office of Academic Affiliations (OAA) trains 23,000 nursing students annually
- VANAP programs facilitate mutually beneficial partnerships between schools of nursing and VA facilities, similar to Medicine



- \$807m was allocated for all clinical training, but only \$8.7m (11%) of it was allotted for nurse trainees.
- The OAA intends to sunset new VANAP programs after FY16 and end funding to maintain existing partnerships



# Nurse Retention



## Critical Factors in Nurse Retention

1. Respect and recognition
2. Professional satisfaction
3. Quality of professional relationships
4. Professional development opportunities
5. Advancement and succession planning
6. Compensation
7. Staffing and Scheduling



# Nurse Academic Preparation



“ The proportion of nurses with  
**the baccalaureate degree**  
should increase from  
**50 to 80%**  
by 2020.”

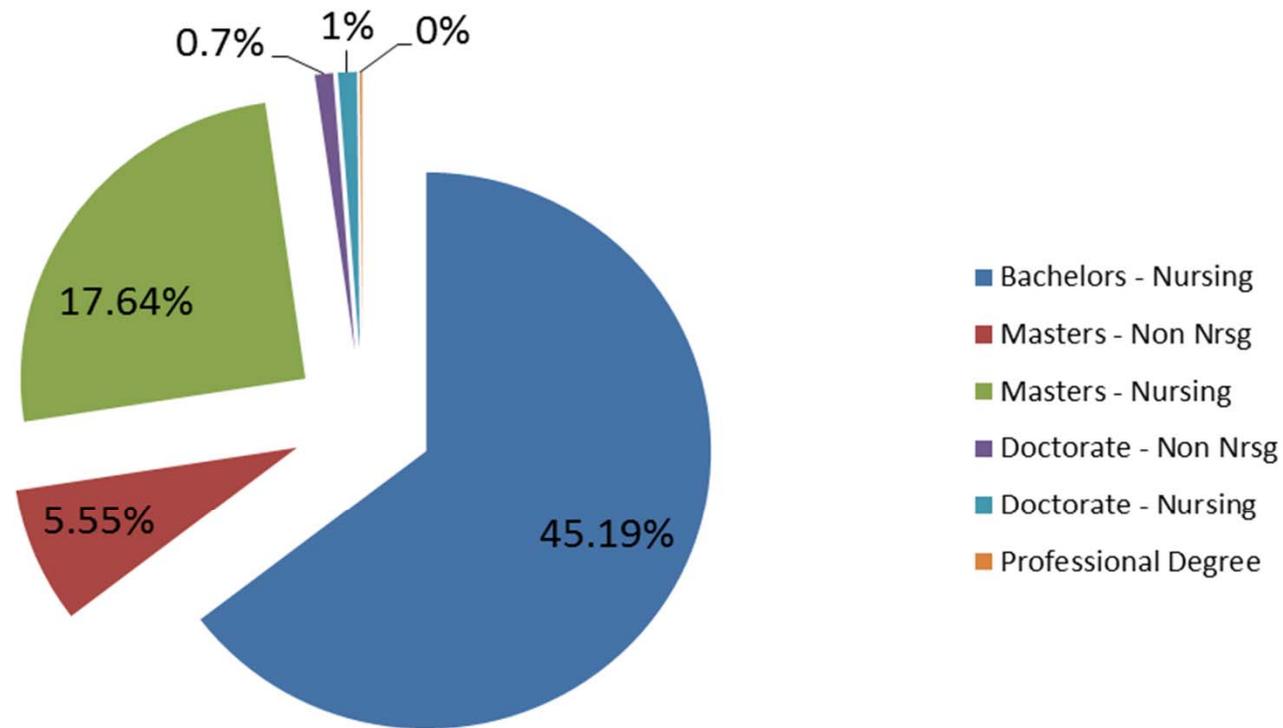
IOM 2010 report,  
“The Future of  
Nursing,”



# Professional



**Education Level % FY16  
RNs Defined by Occupation Code 0610**





# Nurse Academic Preparation



**New Knowledge... Innovation... Research...**

The IOM's

“The Future of Nursing,” report calls for

**doubling the number of nurses with a doctorate**

by 2020.



# Data, Technology & Outcomes



1. Integrate evidence-based practice and research into clinical and operational processes
2. Establish new ways of achieving high quality, effective and efficient care
3. Monitor performance metrics and adopt best practices for continuous improvement
4. Collaborate with other disciplines in research endeavors



# Future Direction



Striving for **excellence and engagement** today  
is critical for tomorrow's success  
because we can guarantee that  
**Nursing tomorrow**  
will be different and more complex  
than Nursing today.