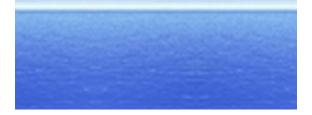
The Future of Nursing In the Healthcare of Tomorrow



Most of us were educated in yesterday's world...

But we function in today's world and prepare for tomorrow's

### We practiced in hospitals



# State Board Exam content sections 1980:

Med-Surg Pediatrics Maternal-Infant Psych Community



# NCLEX Exam Today

Test is Divided into Sections:

- Safe & Effective Care Environment
- Health Promotion
- Psychosocial Integrity
- Physiological Integrity





# Future Industry Trends (that will affect nursing)



## 1. The Emergence of Technology

- Electronic Health Records (EMR and personal health record)
- Digital imaging technology (i.e. radiology)
- E-medicine technologies (i.e. telehealth, e-mail correspondence, e-Rx)
- Internet as a data source (patients and professionals)
- Robotics (i.e. surgery)

### 2. Shift in Care from Hospital to Community Care Settings

- Ambulatory Clinics
- Outpatient Surgical-Centers
- Home-based Care
- "Medical Home"
- · Care is safer/infection control better

#### 3. Emphasis on Disease Prevention & Health Maintenance

- Population health
- Upstream prevention of disease is much less \$\$ than treatment. Focus will move from acute disease and onto prevention.
- behavior focus for TX -Obesity, smoking, inactivity
- Immunization as prevention (i.e. Gardisil)

# 4. Emphasis on Demonstration of Quality (and P4P)

- Public reporting of data (CMS website)
- Outcome focus
- · Benchmarking with Peers
- No payment for mistakes

### 5. Aging of the Population

- Emergence of geriatrics as a specialty
- Dementias & Assessment of capacity for decision making
- Understanding end-of-life decisions
- How to offer care when there is no caregiver.

## 6. Genetics /Human Genome

- Genetic markers for screening and treatment
- Pharmacology genetic pathways
- Genetic manipulation in utero
- Genetic analysis for bacteriology (does not depend on organism growth)

#### Teams as a Source of Care

- Minimization of professional silos
- Team diagnosis and treatment, i.e. palliative care
- Education and training will be in a shared environment.
- Accountable Care Organizations

#### 8. Pharmacologic Specificity

- Through research, drugs will be gene-specific and highly targeted to the individual.
- Antibiotic stewardship to prevent the further emergence of MDROs.

9. Workforce Shortages

- Nursing, Medicine, Therapy
- Drive the expansion of roles in medicine and nursing
- Drive the acceptance of technology and systems

#### 10. Shift from Skill Base to Knowledge Base

- Move from *memorization* to assessing and using information.
- Ability to interact with others on the team and problem solve with them.
- Competency based

### How will this Change Nursing?





#### **RWJ/IOM Report on the Future of** Nursing

- · Education, Practice, Functional Teams and Policy
- 4 Key Messages
- · Transformational to Nursing http://www.iom.edu/Reports/2010/The-Future-of-Nursing-Leading-Change-Advancing-Health.aspx



#### Message #1:

- · Nurses should Practice to the Fullest Extent of their education and training
- Specifically related to APRN Scope of Practice, includes **Clinical Nurse** Specialists



### Message #2

- · Nurses should receive higher levels of education and training through an improved education system that promotes seamless academic progression
- · Increasing the numbers of nurses with BSN and higher degrees, especially PhD
- · Increased diversity in nursing



#### Message #3

- · Nurses should be full partners, with physicians and other health professionals, in redesigning healthcare in the US.
- Greater role in health policy, regulation and system design



#### Message #4

- · Effective workplace planning and policy require better data collection and an improved information infrastructure.
- Evidenced based • decision making



# How we learn...

- · Learn in interprofessional teams
- Learning will be geared toward synthesizing information, not memorizing information.
- · Learning will be assisted by technology
- Learning will be lifelong • Nurse education will offer ladders



# How We Share What We Know

- Acute shortage of nurse educators
- Experienced nurses
  are excellent teachers
- Acquisition of teaching skills is critical
- Use of technology is critical



# New Skill Sets

- Clinicians willing to work with the elderly in long term care will be needed.
- Understanding of diseases such as dementia will become more important.



## What Roles Will Open?

- · Nurse educator: of students and patients
- Nurse Coordinator of systems using many different skill sets
- Nurse Coach for management of chronic disease
- Nurse IT specialist for design and implementation of systems
- Nurse Leader and Policy Developer

#### What Skills are Needed?

- · Computer skills and comfort with computer
- · Teaching skills are critical
- Communication skills with team members, patients and systems specialists
- Independent thinking in community settings
- Knowledge of community systems for support of patients

# Skills Needed

- Understanding of aging and Geriatrics
- Advanced knowledge of pharmacology or access to tools
- Understanding of genetics as an emerging specialty area for the understanding of health & disease.
- Willingness to work in teams and see the situation as others see them.
- · Leadership skills

# Final Thoughts...

- In a knowledge based industry, the constant learner will be the winner.
- · Flexibility is the key to a future
- Redefine "nurse"
- Leverage our life skills with work skills to lead healthcare into the future.