

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)



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

4. Emphasis on Demonstration of Quality (and P4P)

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

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)

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. Gardasil)

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)

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.

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

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

9. Workforce Shortages

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

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.