

CCNA Learning Collaborative on Advancing Education Transformation

To meet the needs of a dynamic health care marketplace, nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression. Here are recommendations identified for advancing nursing education:

- Strong and participative non-nursing partner in Action Coalitions
- Implementation of models showing promise for educational transformation
 - BSN degree from a community college
 - State or regional common curriculum
 - State or regional competency based curricula
 - RN to MSN programs
- Key Components of models supporting educational transformation
 - BSN completed in no more than four academic years
 - Budget demonstrating fiscal viability of the program change
 - Student cost benefit analysis
 - Plan for seeking national accreditation
 - Legislative analysis; regulatory and political barriers
 - Substantive curricular transformation
 - Dual admission processes if applicable
 - Strong evaluation plan projecting data gathering and analysis strategies
 - State scholarships available to support initial and RN to BSN education
 - MDS implemented to gather nursing workforce data.
 - The impact of private for profit schools are considered going forward with any solutions.
 - Intentional processes to increase diversity of students and graduates.
- Essential partnerships with committed stakeholders
 - Community college presidents
 - University provost or equivalent
 - Nursing Dean/Directors of all universities and colleges involved
 - Hospitals, LTC, clinics, alternative employment settings
 - Health care employers adopt BSN mandate
 - Cost benefit analysis shows employers the benefit of a BSN workforce
 - Pay differential
 - Employer incentives; BSN preference in hiring, tuition reimbursement, Hire ADN contingent on completing BSN in 3-5 yrs
 - Unions support reaching 80/20 goal.
 - Health care employers offer tuition benefits for RN staff to get BSN or higher.
 - Engagement of Magnet hospitals.
 - Shared courses and curriculum across professions.

