Virtual Congressional Briefing on the Future of Nursing 2020-2030 Report: Charting a Path to Achieve Health Equity
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The Future of Nursing
2020-2030
Charting a Path to Achieve Health Equity

NATIONAL ACADEMY OF MEDICINE
The National Academies of Sciences • Engineering • Medicine
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The United States spends more than $3.5 trillion per year on health care while underperforming on nearly every metric.
The achievement of health equity in the United States should be built on strengthened nursing capacity and expertise.
Nurses are Essential to Improving Health Equity

Nurses Play a Key Role in Responding to Public Health Emergencies

Demand for Nursing Will Increase Over the Next Decade

Nurses Face Challenges Limiting Their Ability to Address Needs

Federal Government and Others Have Key Roles in Strengthening and Supporting the Nursing Workforce
KEY FEDERAL GOVERNMENT RECOMMENDATIONS

- Strengthen and Prepare the Nursing Workforce
- Remove Legislative/Regulatory Barriers to Nursing Care
- Reform Payments for Nursing Care
- Strengthen Nurses’ Ability to Respond to Public Health Emergencies
- Set a Research Agenda
STRENGTHEN AND PREPARE THE NURSING WORKFORCE

- Rapidly increase the number of nurses in specialties with significant shortages.
- Provide major investments to better train nurses in health equity and the social determinants of health.
- Diversify the nursing workforce.
Roughly one-quarter of the country lived in an area with a shortage of health professionals.
Rapidly increase the number of nurses in specialties with significant shortages.

HRSA, SAMHSA, CDC and IHS:

Make substantial investments in nurse scholarship and loan repayment programs to address nurse shortages in health professional shortage areas and IHS sites and invest in technical assistance that focuses on nurse retention.

Rapidly increase the number of nurses in specialties that are in significant shortage, including public health, community health, primary care, behavioral and mental health, long-term care, geriatrics, school and maternal health.
In all Title VIII Nursing Workforce programs, HRSA should prioritize community-based learning opportunities that address social needs, population health, social determinants of health and health equity.

These experiences should be established through academic-community-based partnerships.
Racial and ethnic minorities account for 40 percent of the population but only 20 percent of the nursing workforce.
DIVERSIFY THE NURSING WORKFORCE

HRSA should direct funds to nurses and nursing schools to sustain and increase the gender, geographic and racial diversity of the nursing workforce, including LPNs, RNs and APRNs.

The federal government should support the academic progression of socioeconomically disadvantaged students by encouraging partnerships BSN and higher nursing programs and community colleges, tribal colleges and HBCUs.
By 2022, all changes to federal laws adopted in response to COVID-19 pandemic that expanded nurses’ scope of practice, telehealth eligibility, insurance coverage and payment parity for services provided at all levels should be made permanent.

When possible, federal authority (VHA, CMS) should be used to supersede state laws that restrict patient access to nurses.
Expanding Telehealth Services During COVID-19

The Vision:
- Value Nurses’ Contributions
- Prepare Nurses to Advance Equity
- Diversify the Workforce
- Permanently Remove Barriers
REFORM PAYMENTS FOR NURSING CARE

- Reform fee-for-service
  - CPT codes for nurse-led services
  - Reimburse school nursing
  - Enable nurses to bill for telehealth

- Reform value-based payment
  - Stratify performance by social risk factors
  - Support and Incentivize nursing interventions that advance health equity

- Reform alternative payment models
  - Flexible funding for nursing and infrastructure that address SDOH and advance health equity
REFORM PAYMENTS FOR NURSING CARE

Create a National Nurse Identifier to facilitate recognition and measurement of the value of services provided by RNs.

Ensure adequate funding for school and public health nursing.
The Vision:
- Permanently Remove Barriers
- Value Nurses’ Contributions
- Prepare Nurses to Advance Equity
- Diversify the Workforce

1 in 4 U.S. schools don’t employ a school nurse
Each dollar invested in school health services yielded $2.20 savings per student in avoided medical procedures and lost productivity of teachers and parents.
Strengthen Nurses’ Ability to Respond to Public Health Emergencies

The pandemic has been devastating for nurses

Caring for multiple critically ill patients at once

Staying with patients so they don’t die alone

Putting their own lives at risk (initial lack of PPE)

Rapidly adapting to care for COVID-19 patients during surges
Of nurses had little or no familiarity with emergency preparedness and disaster response.
Set a research agenda

NIH, CMS, CDC, HRSA, AHRQ, ACF and ACL (with private associations and foundations) should:

Convene representatives from nursing, public health, and health care to develop and support a research agenda and evidence base describing the impact of nursing interventions, including multisector collaboration, on social determinants of health, environmental health, health equity, and nurses’ health and well-being.
Connecting Recommendations to Federal Policy
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- Prepare the Nursing Workforce
- Diversify the Nursing Workforce
- Increase Nursing Faculty
- Invest in Nurse Loan and Scholarship Programs
- Address Population Health

**Funding for Title VIII Nursing Workforce Development Programs**
Connecting **Recommendations** to Federal Policy

- Building the Evidence Base
- Address Social Determinants of Health and Health Equity
- Support Nurse Scientists and Researchers
- Amplify Research

**Funding for the National Institutes of Health and National Institute of Nursing Research (NINR)**
Connecting Recommendations to Federal Policy

- Strengthen Nursing Education
- Diversify the Nursing Workforce
- Recruit Diverse Faculty
- Strengthen Nurses’ Ability to Respond to Public Health Emergencies

Future Advancement of Academic Nursing (FAAN) Act (S.246/H.R. 851)
Connecting **Recommendations to Federal Policy**

- **Mental and Behavioral Health Treatment**
- **Ensure Adequate Funding for Public Health Nursing and Address Social Determinants of Health**
- **Increase the Number of Nurses with Expertise in Health Equity**

**Mental Health Resources for our Nation’s Nursing Students, Nurses, and APRN’s**

**Public Health Infrastructure Saves Lives Act (S.674)**

**Mommnibus (H.R.959/S.346)**