



2024 Health Equity and Nursing Innovations Fund

Nursing Workforce and Healthy Work Environments

Informational Webinar

February 20, 2024



FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA



AMERICAN
ASSOCIATION
of CRITICAL-CARE
NURSES

Welcome



**Susan C. Reinhard, PhD, RN,
FAAN**

Senior Vice President and Director,
AARP Public Policy Institute
Chief Strategist, Center to
Champion Nursing in America and
Family Caregiving Initiatives



**Ashley Darcy Mahoney, PhD,
NNP-BC, FAAN**

Senior Nurse Scholar in
Residence, Robert Wood
Johnson Foundation
Professor, George Washington
University



**Sarah Delgado DNP, RN,
ACNP**

Strategic Advocacy Clinical
Practice Specialist, American
Association of Critical-Care
Nurses

Overview

- AARP Center for Health Equity through NursingSM
- The Robert Wood Johnson Foundation and *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*
- American Association of Critical-Care Nurses, *Standards for Establishing and Sustaining Healthy Work Environments* and the Healthy Work Environment Assessment Tool
- Award details, eligibility criteria and application process
- Q&A



Improving access to
quality care, services,
and benefits for
consumers and family
caregivers.



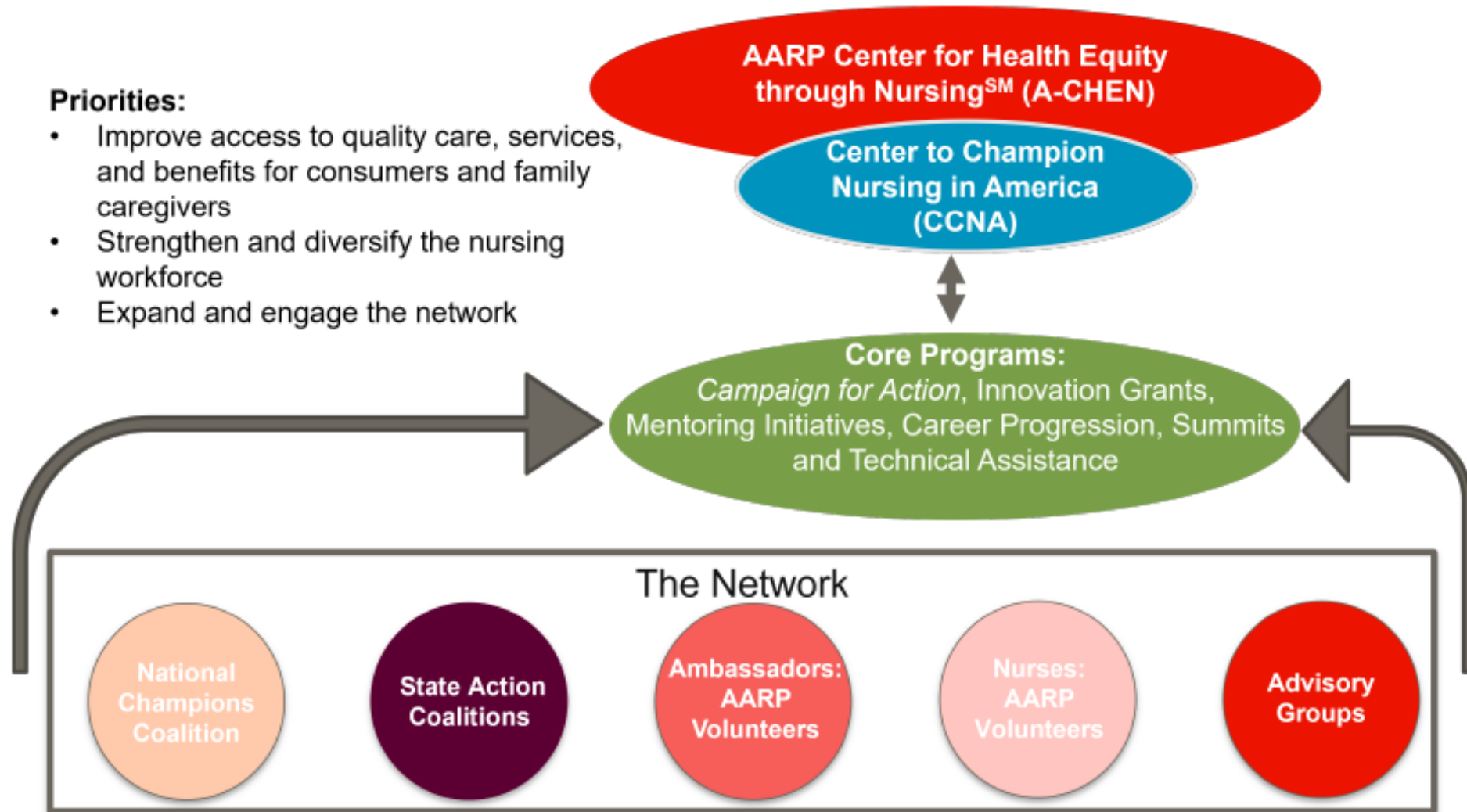
Strengthening and
diversifying the nursing
workforce.



Expanding and engaging local, state, and
national networks for collective impact.

Priorities:

- Improve access to quality care, services, and benefits for consumers and family caregivers
- Strengthen and diversify the nursing workforce
- Expand and engage the network



Future of Nursing

National Academy of Medicine Report, *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*

“Nurses, then, have a critical role to play in achieving the goal of health equity. But to take on the pursuit of that goal, they need robust education, supportive work environments, and autonomy.”

Read the report:

<https://nam.edu/publications/the-future-of-nursing-2020-2030/>



The Future of Nursing | Charting a Path to
2020-2030 | Achieve Health Equity



NATIONAL ACADEMY OF MEDICINE



The Vision

The achievement of health equity in the United States should be built on **strengthened nursing capacity and expertise.**

American Association of Critical-Care Nurses

AACN Critical Care



- World's largest specialty nursing organization
- **Our vision:** Healthcare driven by the needs of patients and families, where we make our optimal contribution as nurses
- **Our priority:** Establish and sustain healthy work environments that support nursing excellence

Standards for Establishing and Sustaining Healthy Work Environments

Table 3 Mean ratings of the assessments of work unit environments by healthy work environment standard^a

Standard/statement	Work unit				
	2006	2008	2013	2018	2021
Skilled Communication RNs are as proficient in communication skills as they are in clinical skills.	2.77	2.84	2.87	3.04	2.84
True Collaboration RNs are relentless in pursuing and fostering true collaboration.	2.75	2.80	2.75	2.98	2.80
Effective Decision-making RNs are valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.	2.85	2.89	2.69	2.85	2.41
RNs are engaged in the selection, adaptation, and evaluation of technologies that increase the effectiveness of nursing care delivery.	2.72	2.74	2.58	2.67	2.36
RNs have opportunities to influence decisions that affect the quality of patient care.	2.95	2.95	2.78	2.91	2.56
Appropriate Staffing RN staffing ensures the effective match between patient needs and nurse competencies.	2.75	2.77	2.61	2.66	2.33
Meaningful Recognition RNs are recognized for the value each brings to the organization.	2.73	2.77	2.62	2.78	2.70
RNs recognize others for the value they bring to the work of the organization.	2.85	2.90	2.89	3.02	2.93
Authentic Leadership Nurse leaders (formal and informal) fully embrace the concept of an HWE.	2.78	2.80	2.63	2.79	2.50
Nurse leaders (formal and informal) engage others in achieving an HWE.	2.70	2.73	2.58	2.74	2.47

Abbreviations: HWE, healthy work environment; RN, registered nurse.

^a Numbers reflect the average level of agreement with the statement with a range from 1 (strongly disagree) to 4 (strongly agree); a higher score indicates a higher level of agreement with the statement.

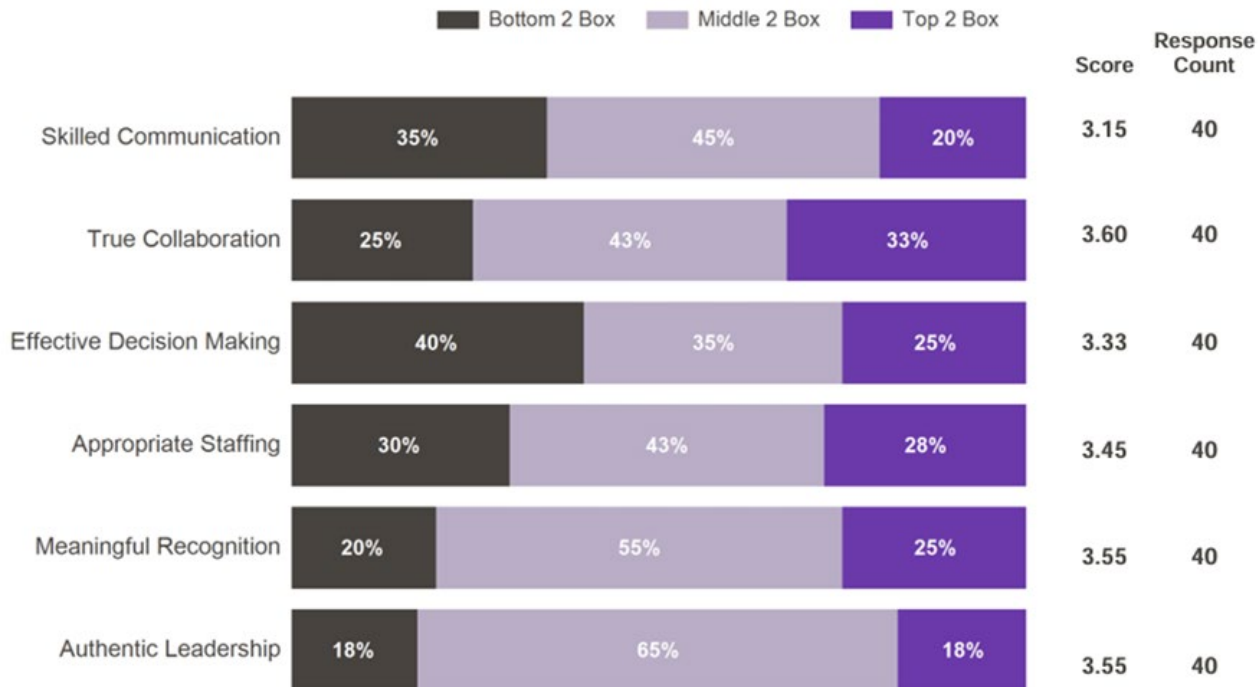


National Nurse Work Environments – October 2021: A Status Report

Ulrich et al., Critical Care Nurse (2022) 42(5): 58-70

HWEAT – Healthy Work Environment Assessment Tool

Assessment Distribution by Standard



- Evaluates unit · team · organizational work environment based on six standards
- 24 items online
- About 15 minutes to complete
- Anonymous and confidential
- Summary report provided
- Questions about using HWEAT: healthy_work_environments@aacn.org

Award Details

- One-year projects start July 1, 2024
- Awards up to \$25,000
- 1:1 match is required for each dollar awarded
- In-kind donations do not count as matching funds

Eligibility Criteria

- Offer innovative solutions that create systemic change, strengthen and diversify the nursing workforce, expand innovative nurse recruitment and retention strategies, and create and sustain healthy work environments.
- Support the advancement of one or more recommendations from *The Future of Nursing 2020-2030: Charting a Path to Health Equity*.
- Describe how the project will implement one or more of AACN Critical Care's *Standards for Establishing and Sustaining Healthy Work Environments*.
- Confirm the project will use AACN Critical Care's HWEAT as a pre- and post-measure.

Eligibility Criteria (cont'd)

- Clearly explain the role of each partner identified for this project.
- Show evidence of diverse and genuine community partnerships.
- Describe how the following outcomes will be impacted, monitored, and evaluated during the project's one-year timeframe:
 - number of nurses impacted by the program or project over the grant period
 - retention of RNs as indicated by RN vacancy and turnover rates in the care setting at the beginning and end of the project
 - change in HWEAT scores

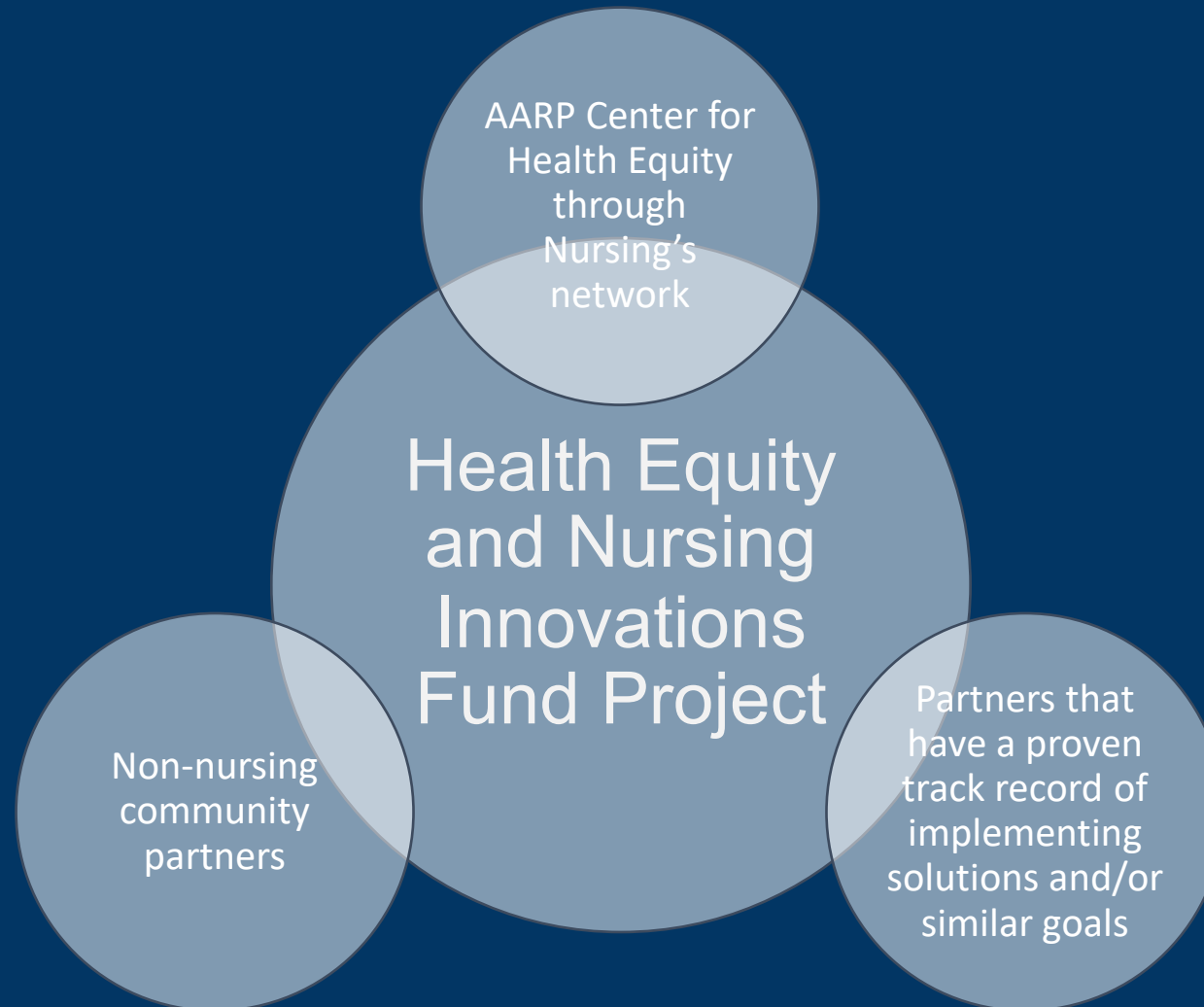
Eligibility Criteria (cont'd)

- Secure 1:1 matching funds.
- Preference will be given to applicants that are either public entities or tax-exempt nonprofit organizations under Section 501(c)(3) of the U.S. Internal Revenue Code.
- Applications submitted by a *Campaign for Action* state Action Coalition, or an approved organization affiliated with the state Action Coalition will be viewed more favorably.

Campaign for Action State Action Coalitions

- Action Coalitions in almost every state and Washington, D.C.
- Comprised of nearly 2,000 local, regional and state based organizations
- Raised over \$130 million

Who should you collaborate with?

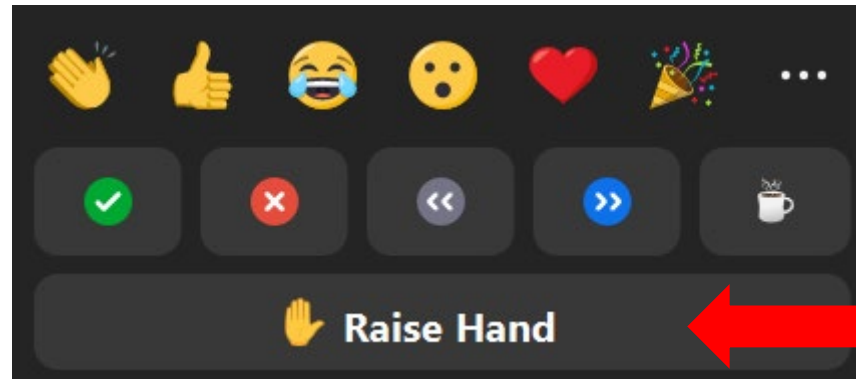


How to Apply

- Application deadline is April 5, 2024 by 10 p.m. ET
- Applications should be submitted via email to:
NursingInnovations@aarp.org
- RFP, application and FAQs can be found on the *Campaign for Action* website: <https://campaignforaction.org/2024-innovations-fund/>
- All funding decisions will be made by a review team consisting of AARP and AACN Critical Care leadership, staff, and advisers

Questions or Comments?

Use the “chat” feature for questions or comments
or
“raise your hand” and we will call on you.



You can find the recording of this webinar by going to www.campaignforaction.org/webinars. Additional resources, including FAQs, can be found by going to <https://campaignforaction.org/2024-innovations-fund/>.

Campaign Resources

Campaign website: www.campaignforaction.org
Campaign resources: <http://campaignforaction.org/resources>

Campaign for Action

ABOUT ISSUES OUR NETWORK NEWS **RESOURCES** GET INVOLVED



Resources

A LIBRARY AT YOUR FINGERTIPS

Help promote better health through nursing by tapping into hundreds of resources, including studies, toolkits, webinars, and other materials organized in the categories in which the *Campaign* pushes for action.



2024 Health Equity and Nursing Innovations Fund

Nursing Workforce and Healthy Work Environments

Informational Webinar

February 20, 2024



FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA

