Emerging Trends In Nursing Jobs

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The Current and Future Needs of Health Care

- By 2030, those 65 years and older will be nearly 20% of the population.\textsuperscript{1}

- Chronic conditions: diabetes, hypertension, arthritis, mental health conditions, and cardiovascular diseases.

- Patient-centered care
The Current and Future Needs of Health Care

- As patients’ needs become more complex, nurses need higher competencies
- The population we care for have become more diverse (race, ethnicity, culture, and socioeconomic factors). ¹
IOM Report Recommendations

1. Remove scope-of-practice barriers.
2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.
3. Implement nurse residency programs.
4. Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.
5. Double the number of nurses with a doctorate by 2020.

6. Ensure that nurses engage in lifelong learning.

7. Prepare and enable nurses to lead change to advance health.

8. Build an infrastructure for the collection and analysis of inter-professional health care workforce data.
## Nursing Education

<table>
<thead>
<tr>
<th>Year</th>
<th>Diplomas</th>
<th>Associate degrees</th>
<th>Bachelor degrees</th>
<th>Master’s/Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1980</td>
<td>54.7%</td>
<td>17.9%</td>
<td>22.3%</td>
<td>5.2%</td>
</tr>
<tr>
<td>1992</td>
<td>33.7%</td>
<td>28.3%</td>
<td>30.0%</td>
<td>8.0%</td>
</tr>
<tr>
<td>2008</td>
<td>13.9%</td>
<td>36.1%</td>
<td>36.8%</td>
<td>13.2%</td>
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</table>
The national economy lost 7.5 million jobs, while the healthcare industry gained 428,000 jobs.\(^5\)

Over the past 40 years, RNs have increased in numbers when unemployment rose and decreased more when unemployment rates fell.\(^5\)

With the recession, many RNs filled the existing job vacancies due to their personal or to their family’s economic uncertainties.

Unemployment rates are expected to decrease by 3.5% from 2010 to 2015, and to a projected 6.1% by 2015.\(^5\)
The Future of Nursing

- Nurses are well poised to meet these needs:
  - Scientific knowledge
  - Adaptive capacity
  - Health care organizations \(^3\)
IOM’s Proposed Action Plan

1. Remove scope-of-practice barriers
2. Expand opportunities for nurses to lead and diffuse collaborative improvement effort
3. Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020
4. Ensure that nurses engage in lifelong learning
5. Prepare and enable nurses to lead change to advance health
1. Remove scope-of-practice barriers

- For Congress: Expand the Medicare program to include coverage of advanced practice registered nurse services.

- For state legislatures: Reform regulations to align with the National Council of State Boards of Nursing Model Nursing Practice Act and Model Nursing Administrative Rules.
2. Expand opportunities to lead and diffuse collaborative efforts

- Advance research on models of care and innovative solutions, including technology, to contribute to improved health care
- Encourage professional development to enable nurses to initiate programs that will lead to improved health care
3. Increase the proportion of nurses with a baccalaureate degrees

- The Commission on Collegiate Nursing Education works with the National League for Nursing Accrediting Commission to require all nursing schools to offer definite academic pathways.

- Academic nurse leaders should advocate and recruit diverse nursing students with health care organizations, leaders from primary and secondary school systems, and other community organizations.
4. Ensure that nurses engage in lifelong learning

- Develop and prioritize competencies to ensure that graduates at all levels are prepared to meet the current and future health needs of the population.

- Academic administrators should require all faculty to participate in continuing professional development and to perform with cutting-edge competence in practice, teaching, and research.
5. Prepare and enable nurses to lead change to advance health

- Encourage leadership development, mentorship programs, and opportunities to lead.

- Include representation from nursing on various boards, in management teams, and in other leadership positions.
Key take-home messages:

- Nurses should practice to the full capacity of their training and education.

- Nurses should achieve higher levels of training and education.

- Nurses should work together with physicians and other health care professionals to redesign health care to meet the needs of the current population.
Conclusion

• Now is the time to eliminate the outdated regulations and organizational and cultural barriers.

• The U.S. is transforming its health care system to provide quality care to improve health outcomes.

• With a focus on collaborative teamwork, nurses can eliminate barriers for all professions to maximize care throughout the healthcare system.
References


