

CALIFORNIA'S REGIONAL ACTION COALITION FOR THE INITIATIVE ON THE FUTURE OF NURSING

The recommendations from the IOM/RWJF Initiative on the Future of Nursing (IFN) provides the framework by which California can rally key and diverse stakeholders to work together to realize nursing's contribution to the health of our communities. This framework will enhance the state's ability to provide care to the people of California that is accessible, affordable, and improves health outcomes and links to current efforts underway implementing health care reform changes.

IFN KEY MESSAGES

As a result of its deliberations, the IOM Committee formulated four key messages that structure the discussions and recommendations presented in the IOM report:

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and an improved information infrastructure.

California was selected as one of five states to pilot the implementation of the recommendations. This effort is being led by the California Regional Action Coalition (RAC), with an opportunity for all stakeholders and interested persons to participate. A leadership council with representatives of key stakeholder groups provides oversight of the IFN in California. Workgroups for each recommendation will be established to set short and long-term goals with achievable action steps. Regional champions will ensure that all regions of the state are represented on work groups and linked to the statewide efforts.

The charge of the California RAC is:

- Engage a diverse group of stakeholders to develop a blue print for implementation of the recommendations as outlined in the IFN Report.
- Develop state-prioritized recommendations that maximize the capacity of the California nursing workforce to meet the demands of our evolving health care system that is responsive to the needs and priorities of the populations we serve.
- Promote changes throughout healthcare delivery systems that emulate the state-specific recommendations for IFN implementation.
- Provide leadership in changes to public and institutional policies at the local, state and national levels that draw on nurses' expertise to improve the health of communities.
- Build visibility and engagement of the IFN with the community at large.
- Develop a strategic plan for securing funding and on-going support of the implementation of the California RAC recommendations.

Implementation of the recommendations will build upon work and infrastructures that already exist in California –that are the results of years of collaborative and partnership efforts that have addressed the state’s nursing education and workforce priorities. The nursing initiatives supporting the IFN Recommendations will be linked with other activities underway in California as the state prepares for the impact of health care reform – leveraging this momentum and the partnerships that are needed for implementation of the recommendations.

Implementation of the recommendations will provide an opportunity to create new partners in the community. We see that this is mandatory in order for the implementation to be a success. The RAC will embrace those inside and outside the nursing community to build a movement for change that transforms the role of nurses in delivering high quality and affordable care within the evolving health care systems. Partners in this effort will include: physicians, employers, policy makers, funders, consumers, payers, state agencies, educators, and of courses nurses themselves.

Several programs already underway in California are aligned with the recommendations. This allows for fast-tracking their implementation while building the momentum for their expansion and institutionalization. For example, the collaborative model of nursing education currently under development, along with the implementation of AB1295, provides for seamless progression of associate degree education to the baccalaureate degree. Another example is the Transition to Practice program being tested to increase the skills and competencies of new graduates and increase their employability through community-based internships housed in schools of nursing. These Transition Programs are an important first step in actualizing the concept of residencies as an expectation of nursing education. The recent passage of state legislation giving authority to the CSUs to provide a doctorate of nursing practice education will significantly increase the number of nurses with a doctoral degree – another recommendation.

Recommendations which have generated the high interest in the IFN include preparing and positioning nurses for providing more leadership in health care reform and nurses practicing to their full scope of practice as allowed by state law. This includes, promoting new collaborative and team-based models of care that expands the capacity of nurses to contribute more fully to improve the health of their communities and meet the needs of the aging population.

Executive Team for the California RAC (as designated by RWJF):

1. Juan Arambula - former State Assemblyman – co-lead
2. Mary Dickow – UCSF, Director of RWJF Executive Nurse Leaders Fellows
3. Deloras Jones – California Institute for Nursing & Health Care – co-lead
4. Stephanie Leach – Kaiser Permanente, California Team Leader to the Center to Champion Nursing in America (under AARP)
5. Gloria McNeal – Charles Drew University School of Nursing
6. Ed O’Neil – UCSF, Center for Health Professions
7. Marybeth Sharpe –Gordon & Betty Moore Foundation
8. Heather Young – UC Davis, Betty Irene Moore School of Nursing

For further information about the California RAC and how you can get involved in the IFN, please contact Deloras Jones at Deloras@cinhc.org.

Access the IOM report: *The Future of Nursing: Leading Change, Advancing Health*, at www.thefutureofnursing.org

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