

Nursing Council on Workforce Sustainability

Meeting #14

Presented by:

Jay Prosser DNP, RN, CCRN-K, NE-BC
Executive Director, NCWS

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*Deputy Managing Director, Operations and
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December 14, 2023

Agenda

- Welcome Message from new NCWS Executive Director, Jay Prosser
- Committee Updates
- NCWS Member Events
- General Discussion

Welcome Message from new NCWS Executive Director, Jay Prosser

Clinical Placement Committee

Clinical Placements Committee

Dec. 31, 2023

Review models for CCP utilized in other states & define key elements of multifunctional CCP system in MA

Work to Date

- CCP deep dive
- End-user feedback/recommendations
- Reviewed CCP models from other states (completed milestones)

Clinical Placements Committee

Dec. 31, 2023

Review models for CCP utilized in other states & define key elements of multifunctional CCP system in MA

Key Findings

- Components of effective CCP
 - Access
 - Functionality/Value
 - Processes around CCP workflow
- Current CCP system already has, or has framework of, most of the key elements

Clinical Placements Committee

Dec. 31, 2023

Review models for CCP utilized in other states & define key elements of multifunctional CCP system in MA

Future Work

- Improve current CCP
- Develop seven recommendations to bring to the council for implementation

Data & Research Committee

Data & Research Committee

Dec. 1, 2023

Complete & share Nursing
Workforce Dashboard Design

- The NCWS Data & Research committee submitted recommendations to EOHHS for a nursing workforce dashboard on Monday 12/4.
- Visualizing data on the nursing workforce will help organizations across the commonwealth **better understand workforce trends and advocate for policy and funding** to ensure the sustainability of the workforce.
- The recommended Policy Variables will help measure the impact of the recommendations set forth by the NCWS.

Variables for the Dashboard Include:

- Total number of RNs, LPNS, and APRNs
- Demographics and geographic spread of the nursing workforce
- Job setting and job title
- Nurses with an active license but not working in direct patient care and those who are unemployed/retired
- Future plans and reasons for leaving the profession

Key Policy Variables for the Dashboard include:

1. Number of full- and part-time nursing faculty
2. Percentage of faculty with certifications (CNE-cl, CSHE)
3. Highest degree obtained by faculty in Massachusetts (add filter for geographic spread)
4. Nurses leaving the profession by age
5. Nursing leadership by race/ethnicity
6. Distribution of LPNs regarding RN education programs (not pursuing RN degree, currently enrolled in an RN program, waitlisted, taking pre-reqs., etc.)

Policy & Practice Committee

NCWS Voting Procedures

- Leadership of the NCWS discussed the need to establish standard voting procedures whenever a committee drafts recommendations that impact nursing practice.
- The NCWS will adhere to Robert's Rules of Order, which state a 2/3rds majority is needed to pass recommendations.

Source: <http://www.rulesonline.com/rror-08.htm>

Policy & Practice Committee

December 31, 2023
Share recommendations
on MA joining the NLC

- The committee drafted recommendations supporting Massachusetts entry into the **Nurse Licensure Compact**.
- We have evaluated the multiple perspectives regarding the compact and although we know that the passage of this bill does not mitigate the nursing shortage, in its entirety, it does improve patient access to care and decreases the administrative burden for our nurses who wish to practice in Massachusetts as well as other states.
- We are committed to continuing to look at the many other issues such as creating a safe work environment, that have impacted nursing recruitment and retention leading to a loss of active nurses.
- The Board of Registration in Nursing remains the governing body for nursing practice in the state of Massachusetts.

Policy & Practice Committee

December 31, 2023
Share recommendations
on MA joining the NLC

- **Future Work / Next Steps:**

- NLC Recommendation: Eamon to send vote email to all council members
- Continue the discussion regarding Medication Administration Technicians: review research for Medication Administration Technicians in community settings (ex: group homes)
- Consultants from Deloitte to join January committee meeting to discuss their research on the role of Medication Administration Technicians. They will share their findings with the council at the January council meeting

Student Pipeline Committee

Student Pipeline Committee

Scholarship Distribution

Goal: Identify scholarship funding recommendations that increase the number of students entering and completing nursing programs



Advancing Diversity

- Career progression that considers CNA, LPN, RN pipeline

Reducing Barriers

- Transportation
- Childcare
- Traditional tuition support
- Life stipends

Promoting Success

- Life and academic coaching
- ESOL support
- Digital literacy support

Dec 31, 2023

Share recommendations for enhanced nursing scholarship distribution

Next Steps:

Prioritize recommendations and attach funding amounts

Simulation Committee

Simulation Committee

Feb 28, 2024

Identify & recommend ways
simulation can be used to mitigate
nursing pipeline issues

- **Developing a project plan and statement, such as:**

Proposal to increase simulation access, use, resources, and training to up to 50% for all nursing programs to augment clinical education where appropriate, not to replace direct clinical placements. In instances where clinical hours are limited, high-fidelity simulation can be used to supplement face-to-face clinical hours, but the priority is to keep the students at the bedside for their clinical education.

Nursing programs do not want to establish a standard of 50% high-fidelity simulation to substitute for direct care clinical education, only supplemental to direct care clinical placements.

- **Get approval to move forward with the proposal.**

Simulation Committee

Feb 28, 2024

Identify & recommend ways
simulation can be used to mitigate
nursing pipeline issues

- Beginning stage of a pilot outline and identifying the key elements of the pilot.
- Simulation survey to collect data from nursing programs to capture information needed to conduct the pilot.

Workforce Capacity Committee

Workforce Capacity Committee

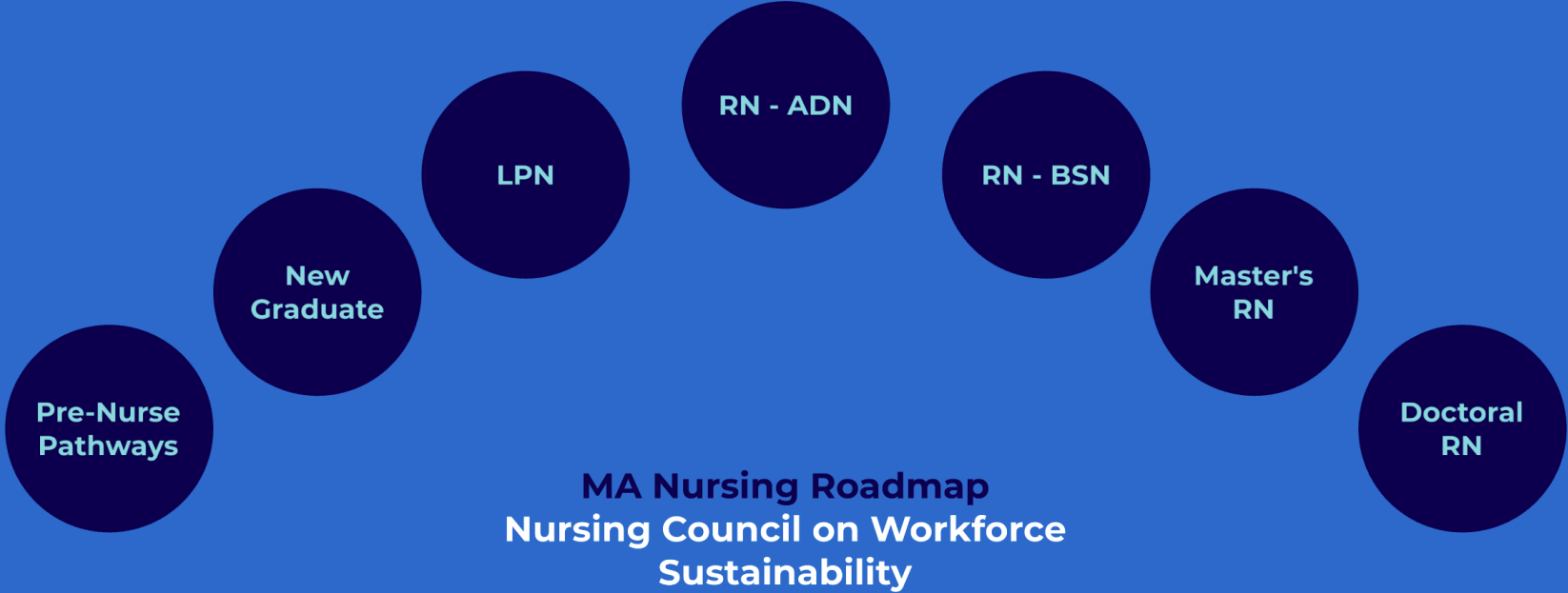
Jan 31, 2024

Share final Prezi with all NCWS

Update on Prezi

- Create interactive visual platform illustrating the entire continuum of the nursing workforce
 - Definition
 - Significance
 - Challenges
 - Solutions

Nursing Workforce Prezi



Faculty & Education Committee

Faculty & Education Committee

December 31, 2023

Provide recs. on the masters' requirement for clinical faculty & Identify policy changes & investments needed to upskill current faculty, close the faculty gap, & expand nursing school capacity

- Faculty committee update: recommendation on nursing faculty policy changes/investments
- MA Nurse Educator Scholar Program (MANES)
 - Eligibility – nurses enrolled in a MSN, DNP, EdD, or PhD program in MA with a focus on nursing education
 - Service obligation of four years FT as nurse faculty in MA
 - Recommendation to support 50 graduate students annually to rebuild the nurse educator workforce

Faculty & Education Committee

December 31, 2023

Provide recs. on the masters' requirement for clinical faculty & Identify policy changes & investments needed to upskill current faculty, close the faculty gap, & expand nursing school capacity

MA Nurse Faculty Salary Recommendations

- Salary data was compiled for nurse educators
- Nurse clinician data was compiled
- Recommendations made in light of the *Nurse Faculty Shortage Reduction Act (S.2815)*
- Salary increase over two years:
 - 8.7% year one
 - 10.5% year two

NCWS Events

87th Annual MHA Meeting

forHealth[™] at UMass Chan
CONSULTING Medical School



The Westin
Copley Place,
Boston MA

Register online:

[87th Annual Meeting -
Massachusetts Health &
Hospital Association
\(mhalink.org\)](https://mhalink.org)

Ask, Analyze, Achieve, Using Data to Address Nursing Workforce Challenges

- **Carrie Oliveira, Ph.D.**
*Associate Specialist for Workforce Research,
Hawai'i State Center for Nursing*
- **Hannah Hermanson, MPH**
Project Management Consultant
- **Michelle McCool Heatley MSN, RN, NEA-BC**
*Deputy Managing Director, Operations and
Performance Excellence*



**NATIONAL
FORUM**
OF STATE NURSING
WORKFORCE
CENTERS

**January 10th – 11th, 2024
New Orleans, LA**

**Annual Subscriber Meeting for the
41 states that participate in the
National Forum.**

Meeting Cadence

- Next meeting: Thursday, January 11 at 11:30 am.
- If you will be absent from a meeting, please email NursingCouncil@umassmed.edu to inform us who will be attending in your place.
- Also, please email NursingCouncil@umassmed.edu with any updates that you would like to share with NCWS members at our next meeting.

Upcoming Committee Meetings

Please email NursingCouncil@umassmed.edu if you cannot make a meeting to let us know who will attend in your place:

- Student Pipeline – 12/20 at 9:00 am
- Simulation – 12/20 at 12:00 pm
- Faculty & Education – 1/4 at 10:00 am
- Policy & Practice – 1/5 at 10:00 am
- Data & Research – 1/5 at 12:00 pm
- Clinical Placements – 1/10 at 3:00 pm
- Workforce Capacity – 1/12 at 10:00 am

General Discussion

Thank You

*for*Health[™] at UMass Chan
CONSULTING Medical School