Nursing & Health Care Reform

CHWA/CHPC Joint Meeting
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Current Illness System

- Wellness
- Primary Care
- Home Care
- Long Term Care
- Acute Care
Goals of Health Care Reform

1. Change health care delivery to improve coordination, quality and efficiency

2. Increase emphasis on prevention and education to decrease future (inappropriate/avoidable) demand and to promote better health

3. Expand access to care through insurance reforms

4. Change payment system to strip away volume-based utilization incentives in the fee-for-service system in favor of more efficient, value-driven care
It’s Messy Now!

Current Health System

Transformed Health Care System
Future Healthcare System

- Wellness and Primary Care
- Management of Chronic Illness
- Home Care
- Long Term Care
- Acute Care
Demographic & Employment Trends

• Mostly white (78%) (CA – 51.6%)
• Total employed RNs = 2.9 m (CA 83.4%)
  – Total FTE RNs = 2.7 m (CA <400,000)
  – Working in hospitals = 1.6 m (59%) (CA 66.8% or 50.5%)
• Average age 43.4 (CA 46.7)
• 1,048m RNs over age 50 (just under 40%)
  (CA – 50 years and older, just under 50%)
Additional Significant Trends

A more highly educated RN workforce
61.5% BSN or higher education
48% of graduates from BSN & ELM programs
Multiple paths to licensure

Shifts beginning from in-patient to out-patient settings
New Roles for RNs Ahead

- Care Coordinator
- Faculty Team Leader
- Informatics Specialist
- Community Centered Nurse
- Primary Care Partner
Questions for the Future?

• Are high salaries of RNs a barrier?
• What role do changing reimbursement models play?
• Will interprofessional teams develop?
• How does education need to change to produce nurses for the future?
What About LVNs?

• We know very little
• 160 LVN programs (53 closed in last 5 years)
• Graduates/program range from 1 – 239
• Employment in acute care hospitals is declining, but growing in LTC, home care and ambulatory care
• Need data!
Thank you!

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