



We need to immediately plan for changes in the education and deployment of the nursing workforce.

Higher education is essential to meet the demand for APRNs who can help overcome primary care shortages. Graduate degrees are essential to increasing faculty ranks, thereby adding the necessary capacity to expand enrollment at all levels of nursing education.

Master of Science in Nursing = Lower Mortality Rates + Fewer Medication Errors + Positive Patient Outcomes

Studies show that lower mortality rates, fewer medication errors and positive patient outcomes are all linked to nurses prepared at the baccalaureate and graduate degree levels.^{3,4}

APRNs

APRNs acquire specialized knowledge and skills through graduate or postgraduate education and certification in a specific role with a specific patient population. They deliver high-quality, cost-effective care with low malpractice and litigation rates, and yet they remain grossly underutilized in many states.

APRNs INCLUDE:

- CNPs**
certified nurse practitioners
- CNSs**
clinical nurse specialists
- CRNAs**
certified registered nurse anesthetists
- CNMs**
certified nurse midwives



www.NursingWorld.org

The American Nurses Association (ANA) is the only full-service professional organization representing the interests of the nation's 3.1 million registered nurses through its constituent and state nurses associations and its organizational affiliates.

LOOKING TO IMPROVE HEALTH CARE IN YOUR STATE?

Nurses can make the difference.

¹ U.S. Department of Labor, Bureau of Labor Statistics. Occupational Outlook Handbook: Registered Nurses. 2014. Available at <http://www.bls.gov/ooh/healthcare/registered-nurses.htm#tab-6>.

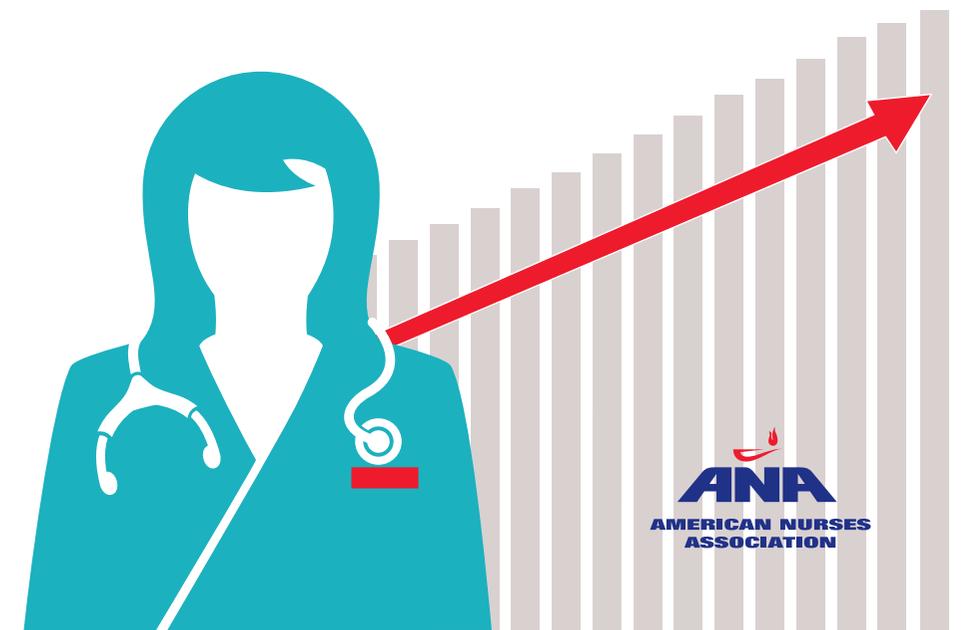
² American Association of Colleges of Nursing. New AACN data show that enrollment in baccalaureate nursing programs expands for the 10th consecutive year. December 1, 2010. Available at: www.aacn.nche.edu/news/articles/2010/bacc-growth.

³ Kutney-Lee A, Sloane DM, Aiken LH. An increase in the number of nurses with baccalaureate degrees is linked to lower rates of post-surgery mortality. *Health Affairs*. 2013;32(3):579-586.

⁴ Blegen MA, Goode C, Park SH, Vaughn T, Spetz J. Baccalaureate education in nursing and patient outcomes. *JONA*. 2013;43(2):89-94.

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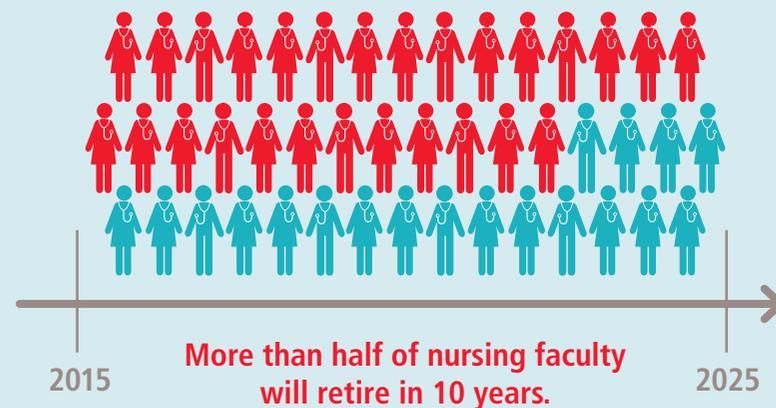
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WE NEED
1.2
MILLION
ADDITIONAL
NURSES

**MORE
FACULTY
IS KEY.**

Over the next decade, more than half of nursing faculty will retire, and up to 500,000 experienced nurses will retire from the clinical workforce. The U.S. Bureau of Labor Statistics projects the need for 1.2 million additional nurses to replace retiring nurses and fill new positions.¹



VACANCIES IMPACT CARE

A survey by the American Association of Colleges of Nursing (AACN) found that more than 75,000 qualified applicants were denied entry to baccalaureate programs due to insufficient clinical sites and lack of faculty. The impact of this shortage on health care is profound. Each nurse educator position left vacant could impact health care delivery for 3.6 million patients, according to the same study.²

TO MEET THE FUTURE DEMAND FOR HEALTH CARE SERVICES, WE MUST ACT NOW.

Recommendations by the Institute of Medicine's Future of Nursing: Leading Change, Advancing Health. www.iom.edu

1 ENSURE THAT NURSES ARE EQUAL PARTNERS

- Include registered nurses (RNs) on health-related task forces, committees and panels.
- Connect with nurses through your state's nurses association. See www.findyourstate.org.



2 REMOVE REGULATORY BARRIERS

- Revise scope-of-practice laws to ensure that advanced practice registered nurses (APRNs) realize full practice authority consistent with their education and training. Remove barriers such as collaborative practice agreements, supervisory requirements and prescribing limitations. Improve patient access by adopting the APRN Consensus Model to create uniform practice standards across state borders.
- Establish parity among third-party payers.



3 COLLECT AND USE DATA

- Support funding for workforce research and the creation of improved infrastructure to collect and analyze data.
- Use the data to systematically assess and project workforce requirements by role, skill mix, region and demographics to better inform future decisions.



4 SUPPORT HIGHER EDUCATION

- Provide funding for scholarships and loan forgiveness programs.
- Smooth transitions between educational programs (e.g., articulation agreements).
- Recognize nontraditional programs.
- Strengthen nurses' capacity to contribute on interprofessional teams by amending your state's Nurse Practice Act to require RNs to obtain a baccalaureate degree within 10 years of initial licensure (grandfather currently licensed nurses and matriculated nursing students).



**3.1 MILLION REGISTERED NURSES—
HEALTH CARE'S MOST VALUABLE ASSET.**