



Task Force on the Future of the Nursing Workforce

Meeting 1 – February 28, 2023

As you join, please use the chat box to write your name and organization/affiliation.

Goals for Today

- 1) Share purpose and structure of task force.
- 2) Learn about and discuss:
 - a. Current data on the nursing workforce
 - b. Current state and national activities to address nursing workforce
 - c. Current strengths and challenges of the nursing workforce in North Carolina

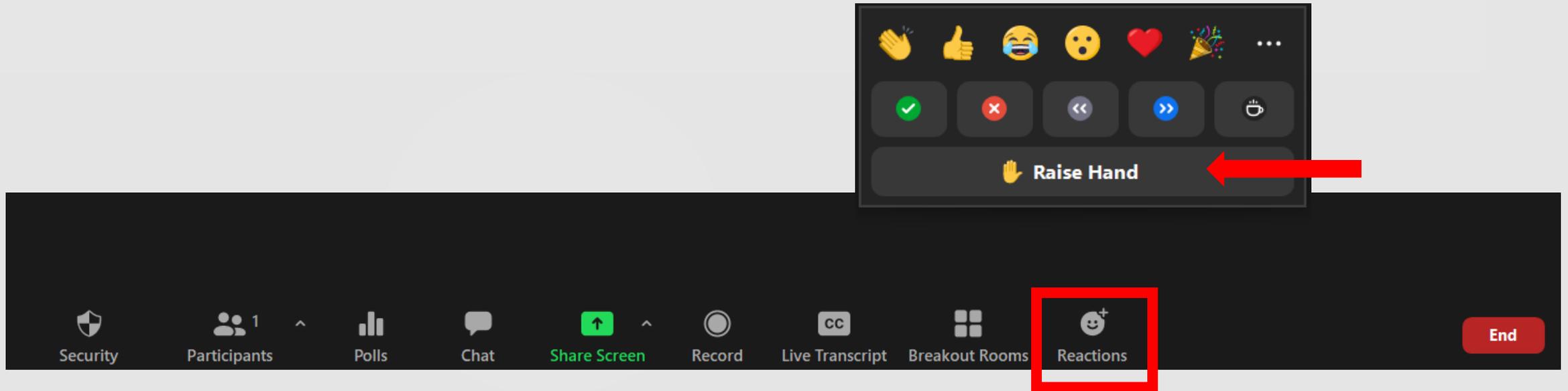
Agenda

- 1) Co-chair welcome and introductions
- 2) Introduction to the NCIOM & purpose and structure of the Task Force
- 3) What the data say about the nursing workforce
- 4) *Stretch break*
- 5) Current activities in North Carolina to address the nursing workforce
- 6) *Stretch break*
- 7) Current national activities to address the nursing workforce
- 8) Strengths and challenges of the nursing workforce in North Carolina

Housekeeping

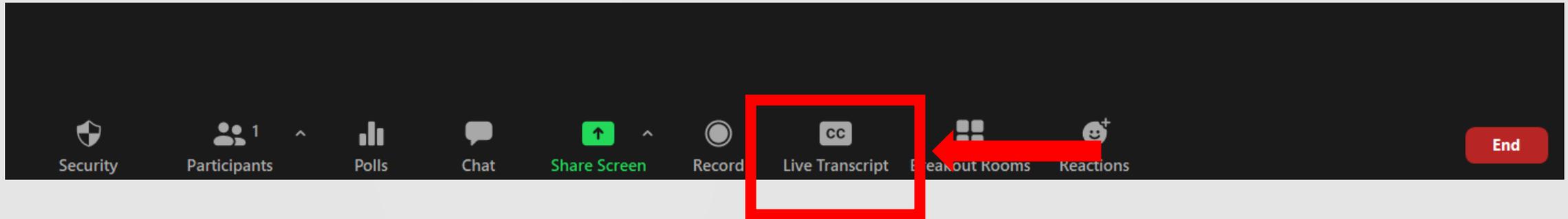
- 1) Please check how your name is showing in your Zoom square (see following slide)
- 2) Use hand-raise feature (see following slide) or chat to ask a question or make a comment
 - Chat text will be saved for meeting notes
 - Please remain on mute when not speaking
- 3) Presentations will be recorded today
- 4) Participants include task force members and other interested parties
 - List of members sent Friday, February 24 and posted online

Housekeeping – How to raise your hand

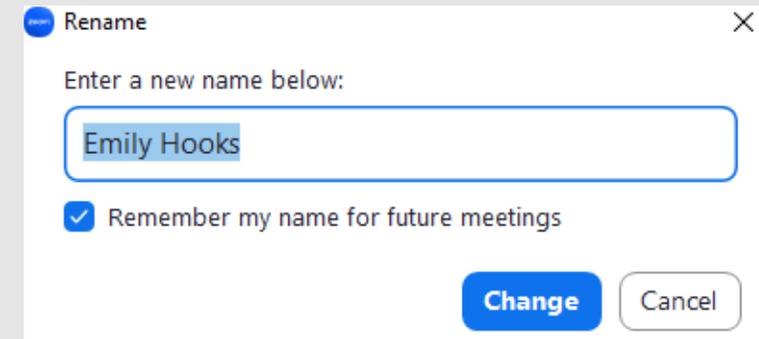
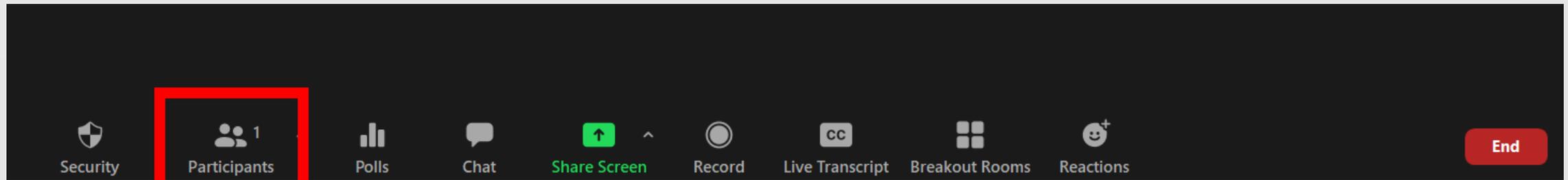


Click on “Reactions”

Housekeeping – Using closed captioning



Housekeeping – Changing your name



*** Please list formal titles before your name if that is your preferred way to be addressed (e.g., Dr., Rep., Rev.)

Co-chair welcome



Ernest Grant, PhD, RN, FAAN

Immediate Past President, American Nurses Association

Nursing Education Clinician, UNC Health



Catherine Sevier, DrPH, MSN

President Emeritus, AARP NC

Retired Oncology Nurse



Hugh Tilson Jr, JD

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Health Problems



Solutions and
Insights



Influencers



Health Problems



Solutions and
Insights



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Health Problems



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Evidence-Based
Health Policy Consensus
that works for
North Carolina

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Bill drafting

Bill endorsement

Advocacy Coalition Participation

Lobbying

Campaigning

Candidate endorsement

Canvassing

Political/community organizing

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Evidence-Based Health Policy Consensus that works for North Carolina

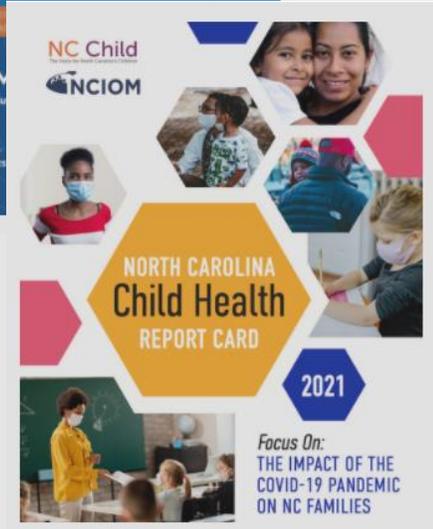


The United States Congress passed a fourth piece of legislation on December 21, 2020, which was signed by President Trump on December 27, 2020. In addition to the health, economic, and educational fallout of the COVID-19 pandemic, case rates in the Carolinas rose through the summer and began spiking in fall 2020. The North Carolina Institute of Medicine and the South Carolina Institute of Medicine & Public Health continued to monitor state and federal actions to address the fallout from the crisis. This issue brief provides an update on these actions since our previous publications from April 8 and May 20, 2020.

Case Rates in the Carolinas

Cases of COVID-19 rose rapidly in June and August 2020. They slowed throughout the fall and into winter. Higher than any other time during the North Carolina, the percent of COVID positive reached double-digits in Do with a high of 100% on January 4. COVID-19 percent positive rose again and reached a high of 47.2% on Janu Table 1 shows the number of cases associated with settings that have the COVID-19.

Nursing and residential care facilities have experienced the largest outbreaks, with 343 cases and 16,842 deaths in North Carolina, and 288,893 cases and 6,584 deaths reported in South Carolina as of February 1, 2021.¹⁰ Figures 1 and 2 show the rise of cases and hospitalizations, respectively, across time in the Carolinas. It is important to note that due to North



Focus On: THE IMPACT OF THE COVID-19 PANDEMIC ON NC FAMILIES

Health Problems

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Evidence-Based Health Policy Consensus that works for North Carolina

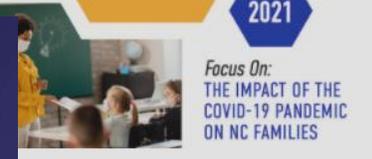
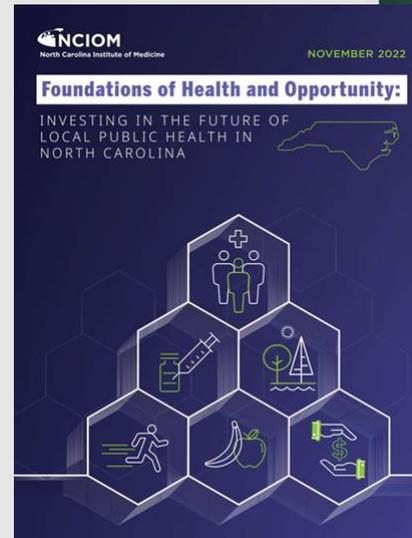
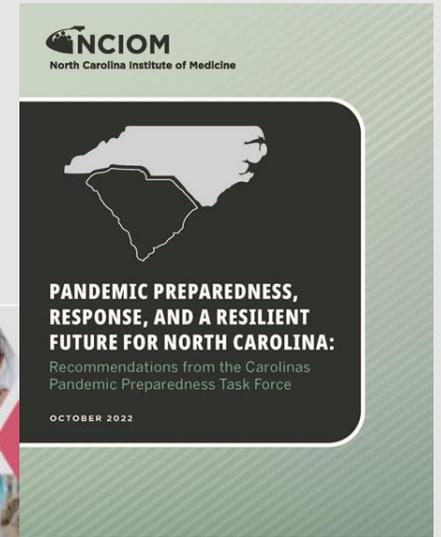
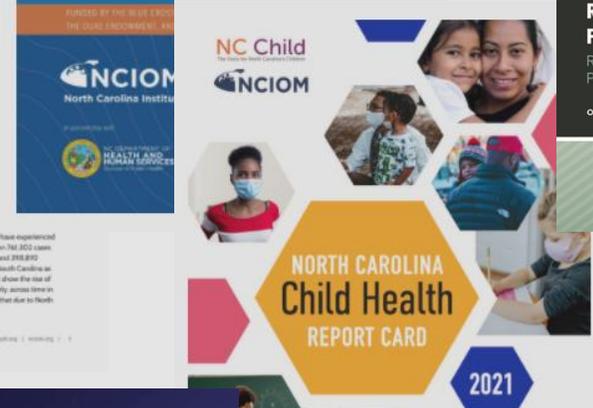


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NCIOM



Evidence-Based Health Policy Consensus that works for North Carolina

NCIOM
North Carolina Institute of Medicine & Public Health

COVID-19 and the Carolina State Responses and Future

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Case Rates in the Carolinas

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HEALTHY NORTH CAROLINA 2030
A PATH TOWARD HEALTH

FINANCED BY THE BLUE CROSS OF NORTH CAROLINA

NCIOM
North Carolina Institute of Medicine & Public Health

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NORTH CAROLINA Child Health REPORT CARD

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PAANDMIC PREPAREDNESS, RESPONSE, AND A RESILIENT FUTURE FOR NORTH CAROLINA:
Recommendations from the Carolinas Pandemic Preparedness Task Force

OCTOBER 2022

NCIOM
North Carolina Institute of Medicine

NOVEMBER 2022

Foundations of Health and Opportunity:
INVESTING IN THE FUTURE OF LOCAL PUBLIC HEALTH IN NORTH CAROLINA

NCMJ
NORTH CAROLINA MEDICAL JOURNAL

November/December 2021
Volume 53, Number 6
www.ncmedjournal.com

American Indian Health in North Carolina

NCMJ
NORTH CAROLINA MEDICAL JOURNAL

January/February 2022
Volume 53, Number 1
www.ncmedjournal.com

Addressing the Social & Economic Factors of Health in North Carolina

NCMJ
NORTH CAROLINA MEDICAL JOURNAL

January/February 2022
Volume 53, Number 1
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Addressing the Social & Economic Factors of Health in North Carolina

Also in this issue:
Residential Segregation and Emergency Department Utilization Among an Underserved Urban Emergency Department Sample in North Carolina
Variation in Receipt of Contraceptives by Insurance Status and Race/Ethnicity
Implementation of the North Carolina Plan of Safe Care in Wake County, North Carolina

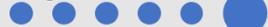
Published by the North Carolina Institute of Medicine and The Duke Endowment

HEALTHY NORTH CAROLINA
2030

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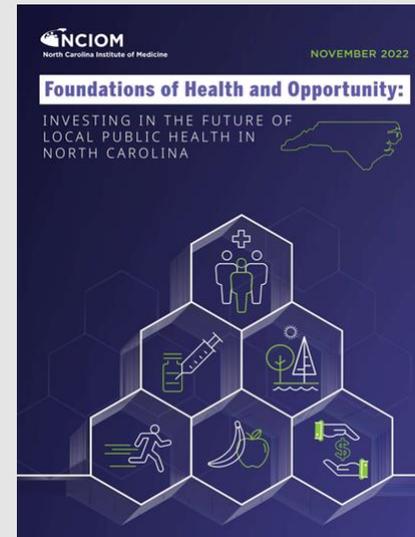
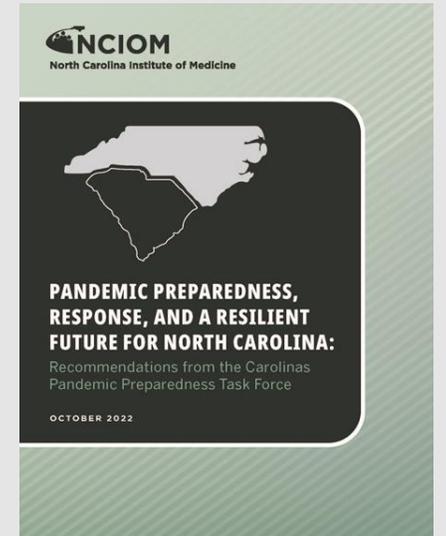
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Project Director



Brianne Lyda-McDonald, MSPH
Project Director
North Carolina Institute of Medicine

Steering Committee Co Chairs



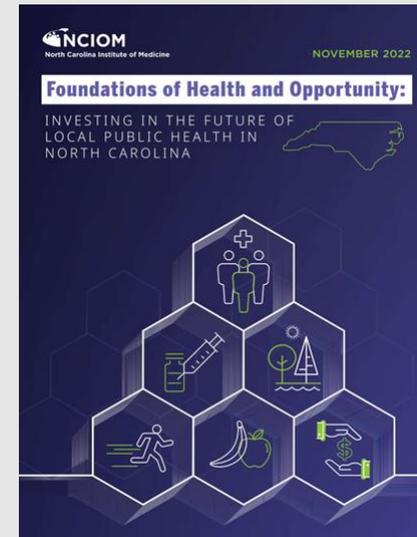
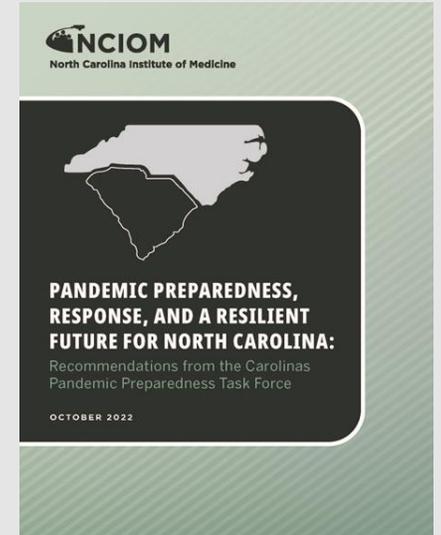
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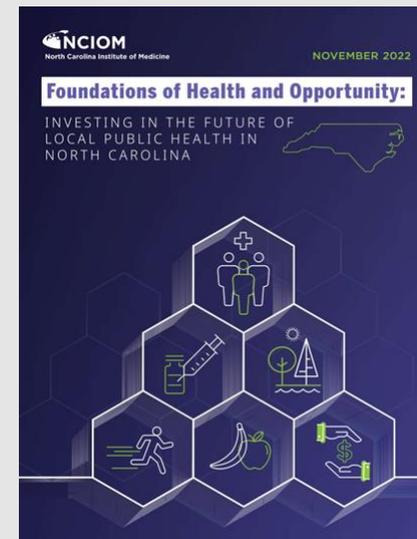
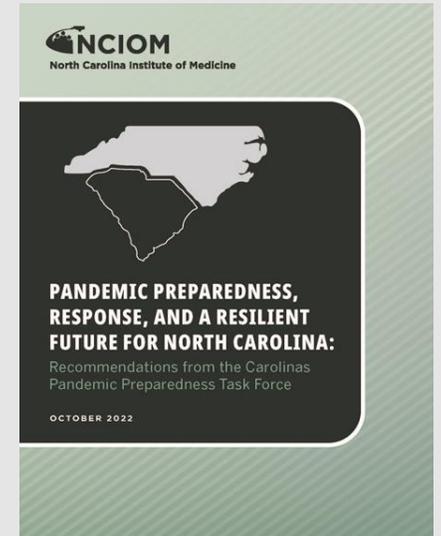
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- Research
- Academia
- Hospitals
- Long-term care
- Public Health
- Private Practice
- Advocacy Groups
- Professional Associations
- Health Payers (Insurance)
- NC Medicaid
- FQHCs
- State Government
- Philanthropy
- Elected Officials





What is our
shared vision for
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supporting North
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What are the
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to achieve our
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Health Problems



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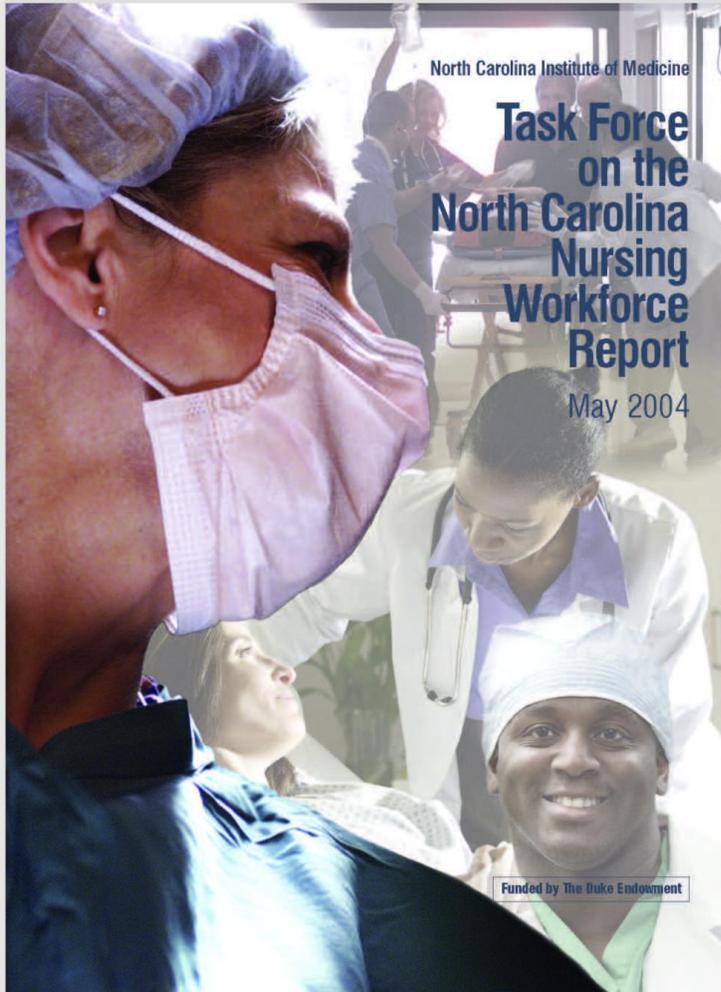
Evidence-Based
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What is our shared vision for enhancing and supporting North Carolina's nursing workforce?

What are the structures, investments and policies needed to achieve our vision?



Previous Task Force on Nursing



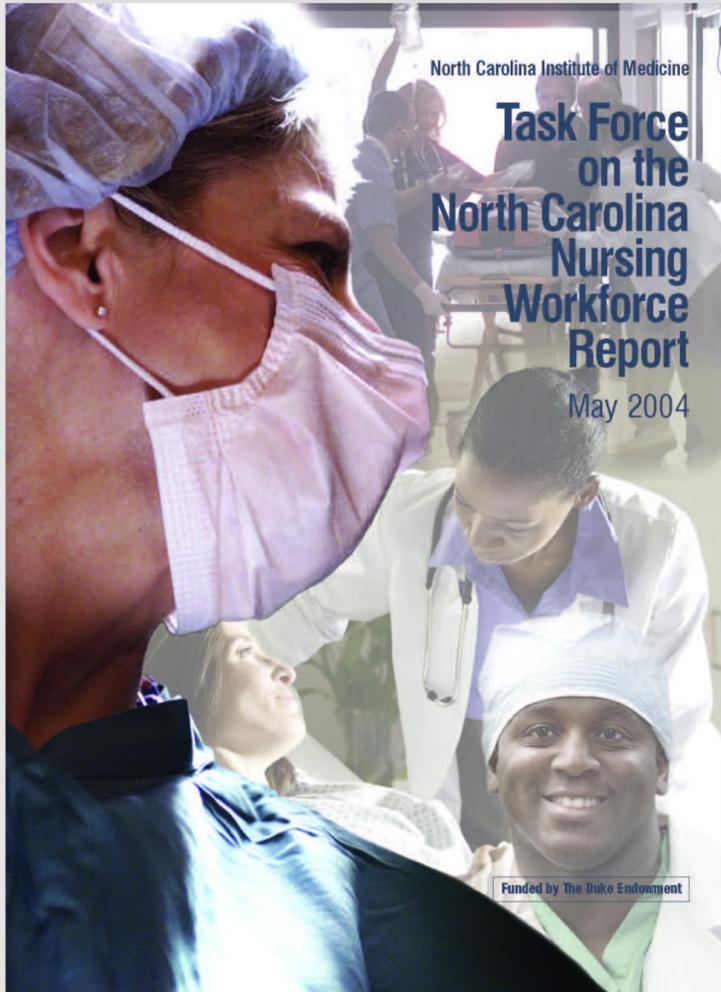
2004 Task Force on the North Carolina Nursing Workforce

73 Recommendations

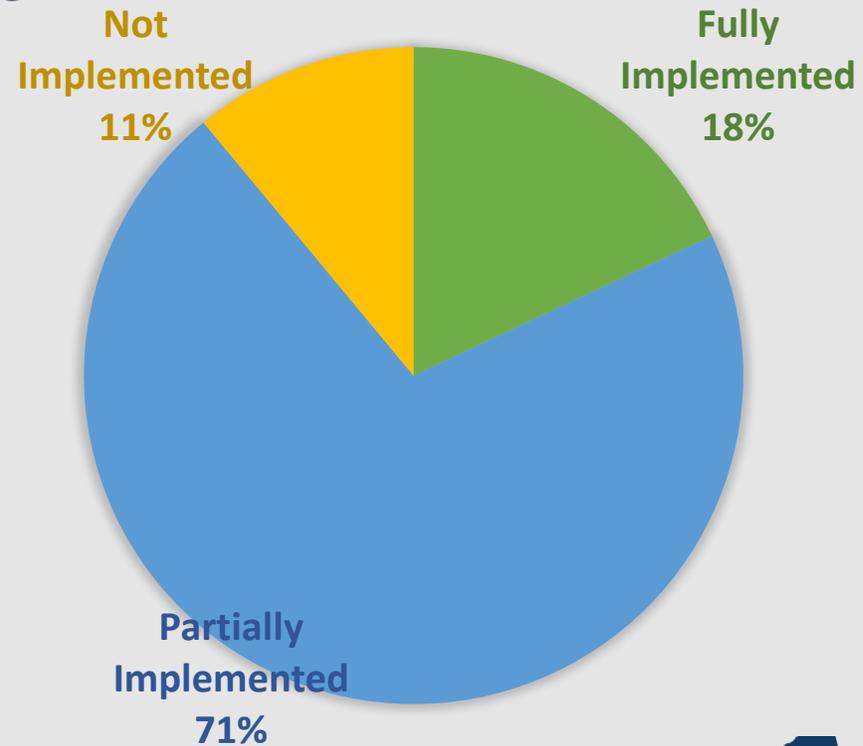
Focused on:

- Nursing faculty recruitment/retention
- RN education programs
- PN education programs
- Nursing Assistant education programs
- Nursing work environments
- Also...
 - Transitions from nursing school to nursing practice
 - APRN scope discussions
 - Building interest in nursing as a career

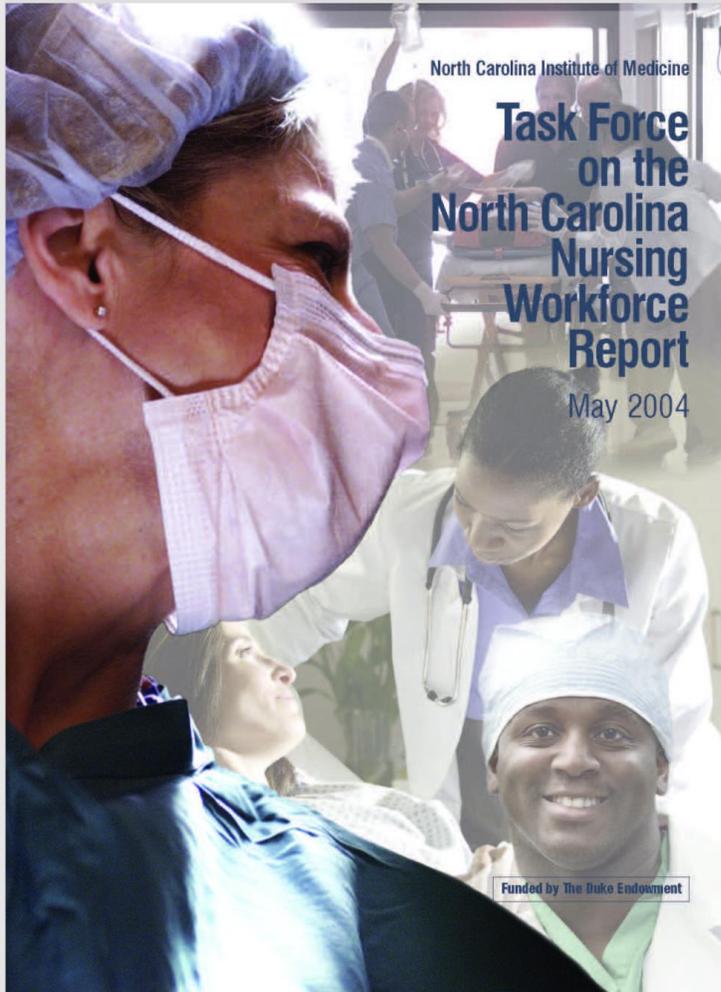
Previous Task Force on Nursing



2007 Update on Task Force on the North Carolina Nursing Workforce



Previous Task Force on Nursing



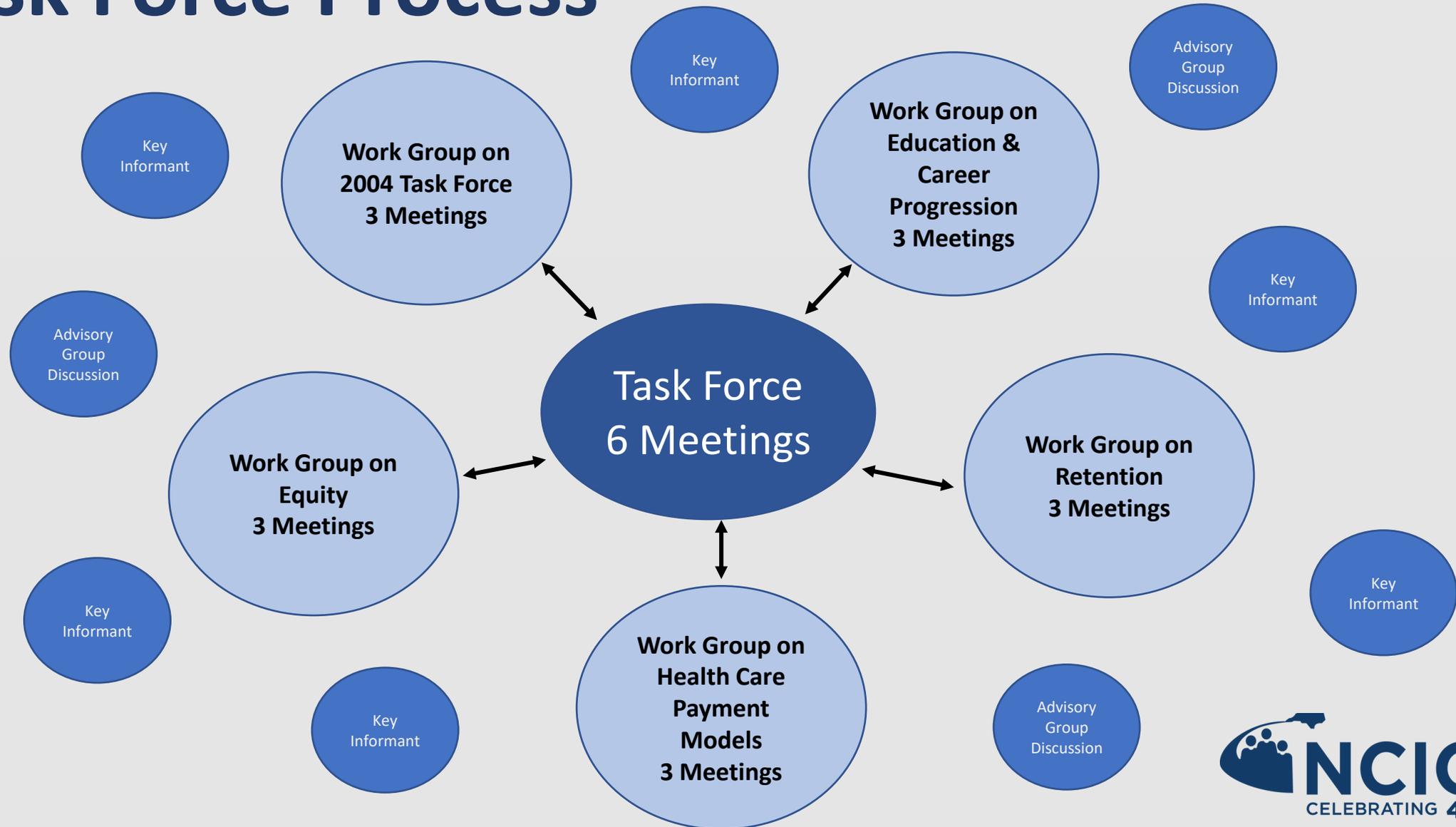
2007 Update on Task Force on the North Carolina Nursing Workforce

Areas not implemented as of 2007:

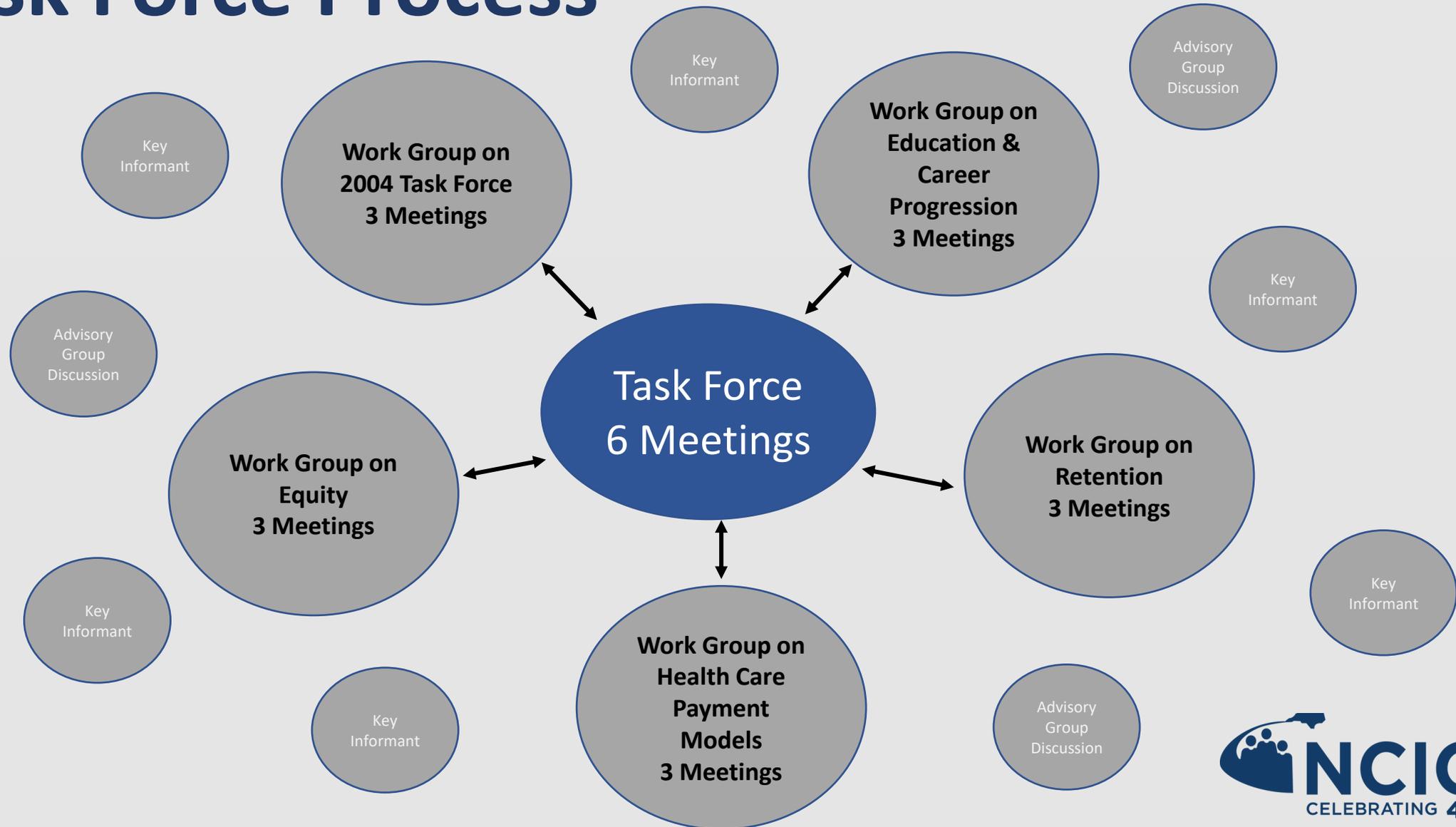
- Additional funding for AHEC, NC Community College System for specific activities
- Additional funding for nurse aide salaries in facilities reliant on Medicaid
- Revision to nursing school admission criteria
- Promotion and funding for dual enrollment academic programs
- Additional training for guidance counselors
- Income tax credit for nursing students

**** A work group will review status of recommendations and determine lessons learned.**

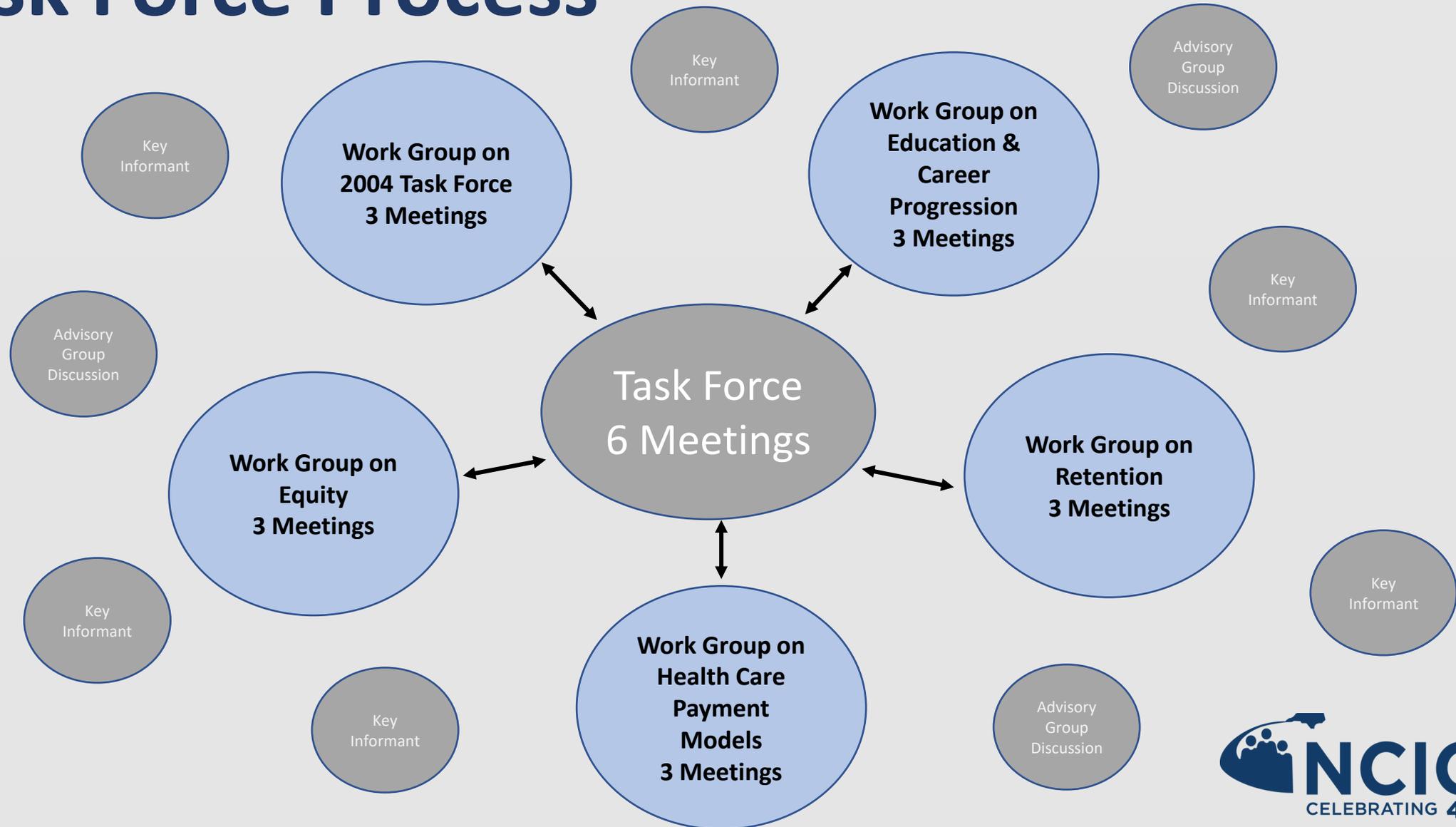
Task Force Process



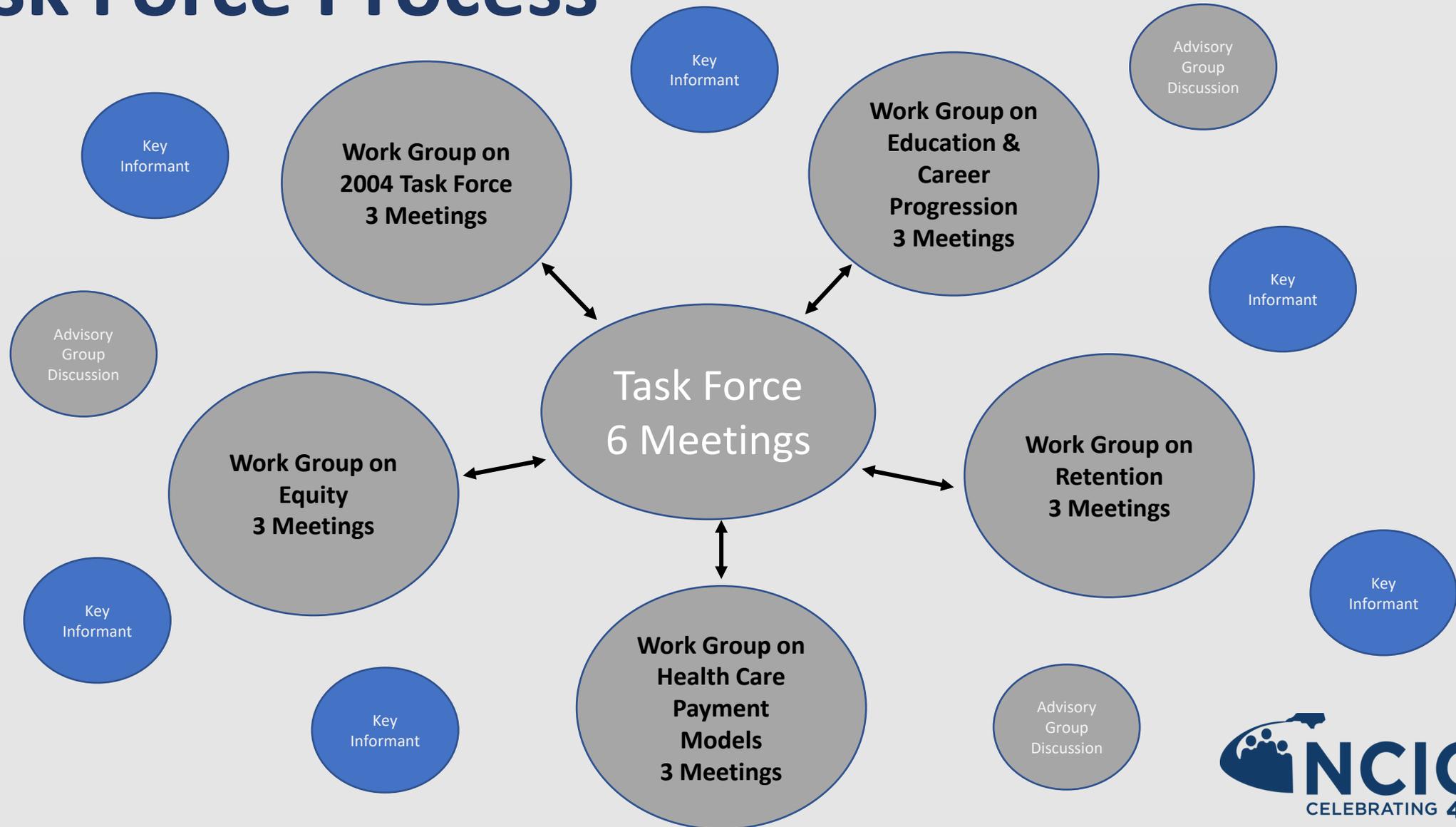
Task Force Process



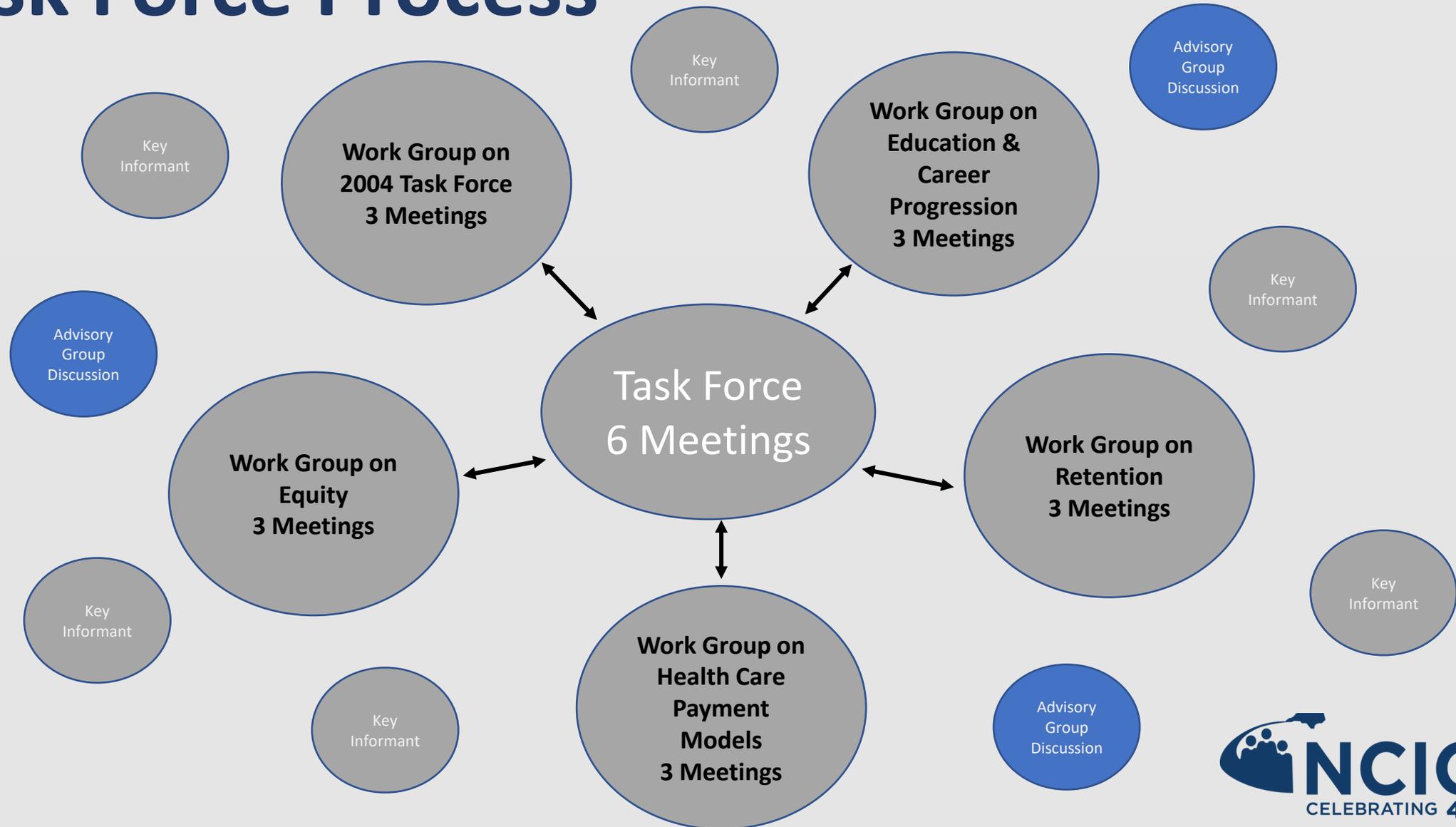
Task Force Process



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Task Force Process



Timeline



Recommendation Development Process

1. Initial learning and discussions with task force
 - February & March
2. Initial discussions and development of potential recommendations with work groups
 - April & May
3. NCIOM staff draft potential recommendations based on work group discussion; share draft recommendations with steering committee for comment
 - June
4. Share draft recommendations with task force and discuss
 - July & August
5. Additional reflection and discussion with work groups
 - September
6. NCIOM staff edit/adjust/add to recommendations as needed
 - September & October
7. Share revised recommendations with task force and discuss
 - October & November
8. Edit/adjust as needed
9. Final discussion with task force
 - December

Task Force Member Roles

- 1) Attend task force meetings when able or review summaries if unable to attend
- 2) Share your expertise and perspective – discussions, chat comments, email, one-on-one meetings, office hours
- 3) Review draft recommendations and provide comment
- 4) Review draft report text and provide comment

*No one looks out
onto the world
through your eyes.
Your perspective
is unique. It's
important and it
counts.*

-Glenn Close



We strive for
consensus

*“Even though the
decision may not
be exactly what I
want, I can
support it.”*

Other Things to Know

- 1) Delegates are welcome to attend in your place.
- 2) Slides and summaries are available after the meeting.
- 3) All meetings open to the public.
- 4) You are an important part of implementation activities after the task force is completed.
 - We want to work with you to keep relevant people and groups informed – reach out if you have events, ideas, etc!