

2020 NCSBN ANNUAL MEETING

CHICAGO
AUG. 12, 2020





**2020
NCSBN
ANNUAL
MEETING**

Strengthening Nursing & Midwifery: A Paradigm Shift Through Regulatory Transformation

David C Benton, PhD, RN, FRCN, FAAN
Chief Executive Officer

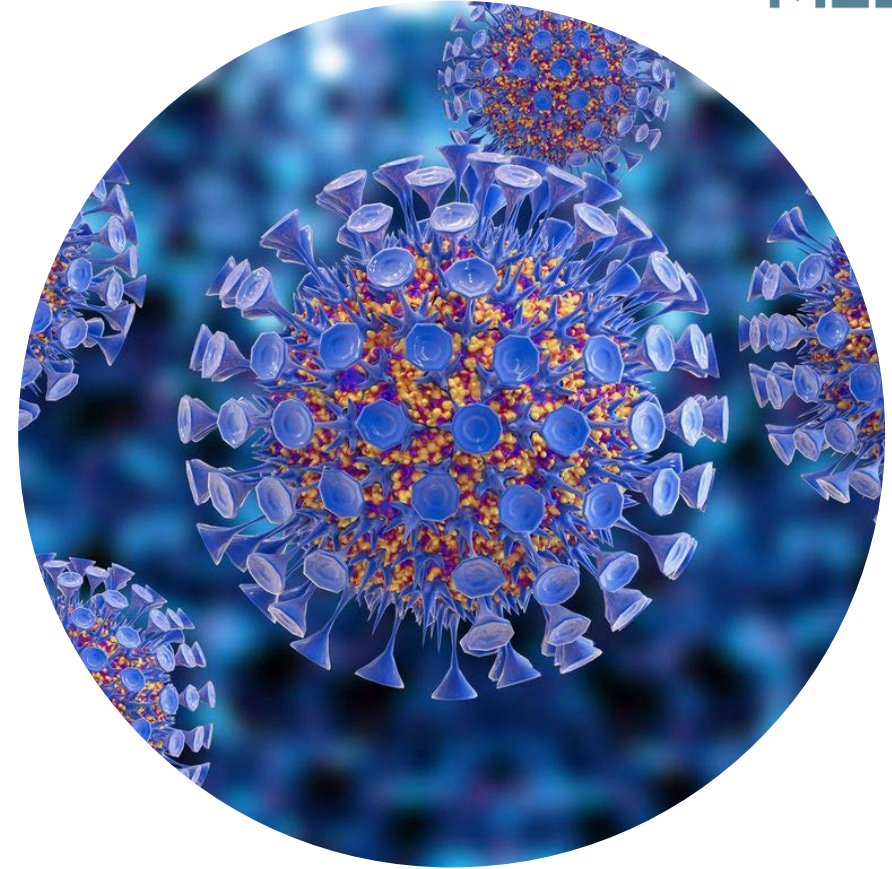
CHICAGO
AUG. 12, 2020

Looking Forward – Challenges & Opportunities

- COVID-19
- Economic Climate
- State of the World Nursing Report

COVID-19

- Evolution
- Resurgence
- Recovery
- Realignment





A Time of Change – A Time of Opportunity

2020
NCSBN
ANNUAL
MEETING

Operational Challenges

Strategic Challenges

CHICAGO
AUG. 12, 2020

A Time of Change – A Time of Opportunity

Operational Challenges

- Bill Payment Systems
- Web Commerce Platforms
- Virtual Private Network
- Virtual meetings and events management
- Greater autonomy & self organizing skills
- Facilities management

Strategic Challenges

A Time of Change – A Time of Opportunity

Operational Challenges

Strategic Challenges

- Mobility of Practitioners
- Remote Provision of Services
- Removing Scope of Practice Barriers
- Nurse Education
- Entry to Practice and Licensure
- Virtual Discipline systems
- Legal and Ethical Challenges

Economy

- State Government Finances
- Health Systems Finances
- Family Finances





A Decade of Opportunity

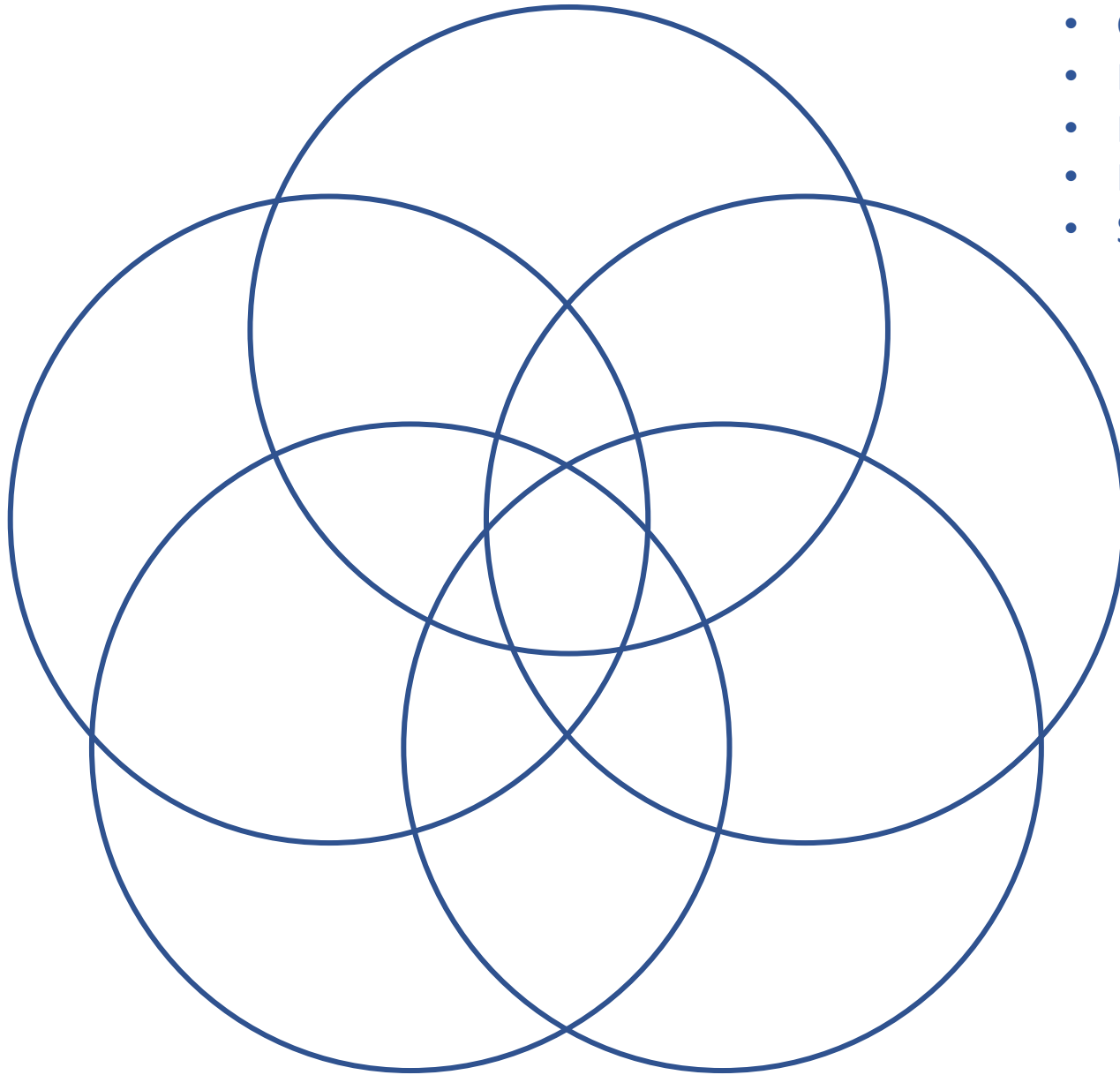
2020
NCSBN
ANNUAL
MEETING

STATE OF THE

WORLD'S
NURSING

2020

CHICAGO
AUG. 12, 2020



The Pentagon of Nursing Policy Actors

- Government Chief Nursing & Midwifery Officers (**GCNMOs**)
- Regulatory Bodies (**Regulators**)
- Professional Association & Trade Unions (**Associations**)
- Initial & Continuing Education Providers (**Educators**)
- Service Delivery Providers (**Providers**)

Interaction & Collaboration

5				
4	4	4	4	4
3	3	3	3	3
2	2	2	2	2

Perspectives

- **Ministers**
- **Public**
- **Members**
- **Students**
- **Patients**

Analytical Approach



Review SOWN report
and identify content
relevant to regulation



Cluster and document
with page references
identified content



Cross tabulate with
content identified by
other policy actors



Agree priorities and
collaborative topics

SOWN Regulatory Perspectives Analysis

2020
NCSBN
ANNUAL
MEETING



REGULATORY
CHALLENGES &
SOLUTIONS



KEY COMPETENCIES TO
CONSIDER



RESEARCH QUESTIONS



IMPACT EVALUATION

CHICAGO
AUG. 12, 2020

SOWN REGULATORY PERSPECTIVES ANALYSIS

Structural Focus

Title:- INVESTMENT in Education, Jobs & Leadership

Contextual Focus:- Sustainable Development Goals, Emergency Preparedness & Response, Mass Population Displacement & Response, Preventative Health, Universal Health Coverage, Nursing Roles in the 21st Century, Return on Investment,

Quantitative Workforce Evidence, Policy Options, Labor market planning & redesign, Compelling case on value of nursing, Workforce shortage of nurses,

Key Dimensions to Consider

Efficiency, effectiveness, sustainability, vision

Performance, preparedness, agility, Project Management, Task/Competence Measurement & Assessment, Innovation, Creativity, Agility

Quantitative Modeling, Evidence Synthesis, Policy Briefing, Economic Analysis, Data Triangulation, Impact Analysis, Relationship building & Collaborative Action, Media & Communication Skills

Regulatory Solutions & Actions

Scope of Practice (pg - vii, xii, xx, xix, 7, 13, 27, 33, 76, 77,), Advanced Practice (pg - vii, xii, 28, 54, 76, 77,

Ed Program Redesign [modularization, APEL, Competence based, Clinical placements, Simulation, Faculty & Preceptor preparation & roles, Curriculum content convergence, increased program capacity] (pg - vii, xii, xix, 1, 8, 73, 74,

Regulation of different roles based on levels of autonomy and risk [Continuum of practice, APEL, Modularization, program step-ones & step-offs with calibration & articulation, Revalidation, Task shifting, Role of Technology, Initial Competence Assessment/ Examination, Continuing competence, Revision of International Standards Coding of Occupations ISCO-08] (pg - xix, xx, xxi, 6, 7, 9, 22, 23, 25, 33, 54, 74, 79,

Ed Program Accreditation (pg - vii,

Workforce Distribution & Mobility both physical & virtual [Mutual Recognition Agreements, ORBS, eNotify, NurSys, Universal Global Identifier, Universal Licensure Requirements, Emergency Safe Deployment Across Jurisdictional Borders, Nurse licensure compact, Mutual recognition agreements, Expedited licensure & point to point secure data transfer] (pg - vii, xix, xxi, 15, 19, 32, 79,

Increased Technology Use (pg - vii,

Assessment of entry to practice competence during a time of increasing care complexity and enhanced clinical judgment (pg - 33

Health & Social. Care Integration & Policy Impact (pg - vii,

Improve & integrate workforce data collection (pg - xix,

Nurse Led Services (pg - xx, 11, 14, 16, 77,

Positive Practice & Education Environments (pg - xx, 19, 30,

Expansion of Regulatory Atlas [prescriptive and other extended responsibilities, Support Workers] (pg - 9, 28, 68, 69, 72,

Developing International Standardized Regulatory Definition (pg - 7, 13, 27, 28, 29, 32, 71,

Safe State of Emergency Regulation and needed roll-back (pg - 15,

Development of regulatory board accreditation system that focuses on the pursuit and attainment of optimal regulatory practice. (pg - 32 to 33, 49, 72, 79,

Develop Regulatory leadership & Governance competencies building on the resources available on the ICRS platform (pg - vii, xii, 59, 80, 83,

Research Questions

How do you optimize nurse education, content, duration, modes of education, clinical experience, program accreditation, entry to program requirements, faculty preparation and numbers, the role of clinical staff in mentoring and preceptorship? (pg - xvi,

How do we define and optimize the continuum of practice from support worker to advanced practitioner, considering, education, regulation, competence, conduct so as to assure WHC? (pg- xiv, xix, xxi, 6,

With changing population demographics, both users and providers of service, and with generation changes to the nature of careers, increased mobility, and the introduction of advanced care technologies what does the new workforce planning framework model compose of? (pg - xvi, xviii, xix,

How can regulatory models be aligned to facilitate reciprocity, mobility and public safety? Including consideration of optimal practices across the full gamut of jurisdictional board responsibilities. (pg - xvii

What are the structural , process & cultural barriers that impact on gender, racial and other inequities in the composition of the workforce? (pg - vxii, xx,

How can the number of countries with CNO roles be increased, their role optimized and their added value measures? (pg - xvii, xix,

How can jurisdictional nursing boards work more closely with education, service and immigration services to develop real time information on workforce presence and deployment? (pg - xix, xxi,

The NCLEX concept be replicated to develop a global leadership competence measurement and perhaps others such as faculty teaching competence and clinical mentorship and preceptorship (pg - 1, 25, 75, 79, 82,

What is the risk profile for a primary care focused nurse compared to a hospital care focused nurse in terms of minimum competence? (pg - 6, 14,

Whats is the added value of DNP vs MSN relative to clinical outcomes and patient safety? (pg - 12,

Look at need to re-base qualifications to include expansions of scope relevant to contemporary needs rather than pursuing an academic drift model? (pg - 20, 22, 23, 28,

Need to explore distributed learning model that helps support the sustainability of rural communities [University of Highlands & Islands and networks of institutions that add value and capacity, look at redefined corporate university type model] (pg, 21, 23, 29, 74,

Look at potential of capturing real time patient data to map workforce performance and continuing competence forging new employer & regulatory collaboration (pg - 25,

Look at how data held by regulatory systems can map to the National Health Workforce Accounts fields and descriptor. (pg - 35,

Impact Evaluation

Improved Health Outcomes (pg - xxiii,

Workforce supply and demand equilibrium and equitable distribution (pg - xxiii, 19,

Attainment of the SDG Targets and Indicators [Specifically SDGs 1, 3, 4, 5, & 8] (pg - xxxii,

Nurse Sensitive Indicators (pg - 11 to 17,

Reduced Mortality (pg - 12

Countries have regulation and accreditation mechanisms for health workforce education. (pg - 49,

Percentage of new graduates employed at 3, 6, & 12 months after licensure. (pg - 78

Average time between graduation and licensure and average time between licensure and employment. (pg - 78,

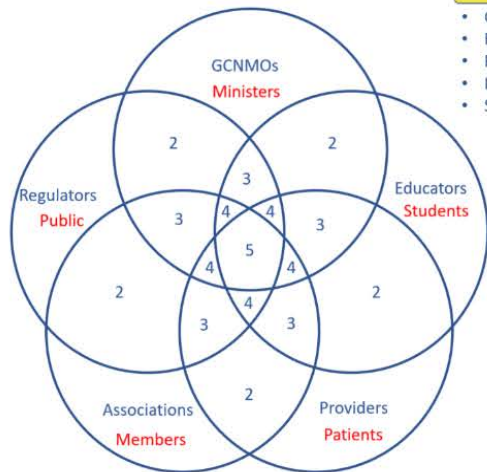
The Pentagon of Nursing Policy Actors

- Government Chief Nursing & Midwifery Officers (GCNMOs)
- Regulatory Bodies (Regulators)
- Professional Association & Trade Unions (Associations)
- Initial & Continuing Education Providers (Educators)
- Service Delivery Providers (Providers)

Interaction & Collaboration

Perspectives

- Ministers
- Public
- Members
- Students
- Patients



Sharing Personal Reflections

Margaret Alexander –
the value of evidence

Virginia Henderson –
the value of policy

Lisbeth Hockey –
the value of questions

Nurse Regulators Act in the Service of the Public

2020
NCSBN
ANNUAL
MEETING

Without questions a
profession cannot progress



Lisbeth Hockey

Without answers we are
victims of the will of others



David Benton

CHICAGO
AUG. 12, 2020