

# AMERICANS FOR NURSING SHORTAGE RELIEF

## ASSURING QUALITY HEALTH CARE FOR THE UNITED STATES: SUPPORTING NURSE EDUCATION AND TRAINING Building an Adequate Supply of Nurses Consensus Issues

### INCREASE CAPACITY TO PROVIDE THE SUPPLY OF NURSES

#### ***Under Current Authority:***

- ◆ **Increase Funding for the Programs of the Health Professions Education Partnerships Act of 1998 – Title VIII of the Public Health Service Act** (*formerly the Nurse Education Act [NEA]*) authorized under P.L. 105-392. General appropriations request for the current Title VIII programs for FY 2003 is a minimum \$40 million increase above the FY 2002 funding level.
- ◆ **Increase Funding for Nursing Education Loan Repayment Program, Section 846 of the Public Health Service Act.** At least an additional \$10 million in appropriations is requested for FY 2003 for the nursing education loan repayment program for nurses (Sec. 846 of the Public Health Service Act).

#### ***New Authority:***

- ◆ **Provide Authority for and Appropriations of at least \$10 Million in FY 2002 for the Nursing Student Loan (NSL) Program, Section 836 of the Public Health Service Act.** At least an additional \$10 million in appropriations is requested in FY 2003 for the nursing student loan program, created to expand the nursing workforce. This program operates on a \$2 million revolving account funded through loan repayments, and has not received new funding since the 1980s. All qualified health facilities – for-profit and nonprofit, public and private – should be eligible to participate in this program.
- ◆ **Expand the Health Professions Education Partnerships Act of 1998 – Title VIII of the Public Health Service Act.** Expand legislative authority in order to ensure an adequate, highly trained nurse workforce for the United States.
  - **Minority Nurse Initiatives** – Provide new funding of \$10 million in FY 2003 to enhance recruitment and retention of minority nurses. All qualified health facilities – for-profit and nonprofit, public and private – should be eligible to participate in this program. Although authority for scholarships and stipends for disadvantaged nursing students is authorized by Sec. 821, due to current NEA funding levels, only stipends have been awarded.
  - **Internship/Residency Program** – Fund specialty and advanced practice internship/residency programs for post-degree recipients to meet the current and increasing demands for nurses with specialized training. These funds would go to for-profit and non-profit – public or private – hospitals, academic institutions, and/or community-based health care settings to provide internship/residency programs for certain specialty care settings. This program has broad application. Some limited examples would be: **tertiary care settings**, such as labor and delivery, emergency departments, operating rooms; and **community-based health care settings**, such as home health care, nursing homes, public health departments, and community health centers.
  - **Scholarships** – Enhance the Section 846 loan repayment with the addition of scholarships. All qualified health facilities – for-profit and nonprofit, public and private – should be eligible to participate in this program.
  - **Faculty Development** – A critical shortage of nursing faculty across the nation is greatly limiting the ability of schools and universities to increase their enrollments in nursing programs. Funds are needed for faculty development and mentoring to increase student enrollments.
    - ▶ **Increase funding for Sec. 811 and Sec. 831 to implement faculty development.** Provide adequate funding to ensure that these programs are fully operational. Options that provide support for full-time doctoral study are needed.
    - ▶ **Create a fast-track nursing faculty scholarship and loan program.** Provide \$25 million in FY 2003 for scholarships, loans, and monthly stipends to registered nurses and masters' students to allow full-time study and rapid completion of doctoral studies.

- ▶ **Create a capitation grant program.** Provide each school of nursing with \$1200 for each full-time nursing student enrolled in its nursing program. Use monies to hire faculty, pay for overhead, cover benefits and salaries, and recruit students. Devise formulas to represent nontraditional students seeking a second degree, and RN to BSN students.
- ◆ **Establish a National Nurse Corps.** Develop a National Nurse Corps, funded at \$40 million for FY 2003, to ensure the nation's registered nurse supply to urban centers, rural areas, underserved communities, and regions that are experiencing shortages. All qualified health facilities – for-profit and nonprofit, public and private – should be eligible to participate in this program. A number of models exist that could be adopted.
- ◆ **Tax Incentives** – Adopt tax incentives to increase the pipeline supply of nurses.
  - **Employer-based** – Encourage employers to adopt supportive policies for non-RNs to attend an entry-level nursing program and for RN's who wish to attain a BSN or advanced degree in clinical areas.
  - **Individuals** – Provide individuals who enroll in AD, BSN, Masters or Doctoral education programs leading to a nursing faculty or practice area with tax credits for each year successfully completed. The tax credit would differ for the type of education level selected (AD, BSN, advanced degree programs). In addition, exempt all scholarship and loan repayment monies provided to nursing students, at any educational level, from income tax.

## PROMOTE QUALITY PATIENT CARE

- ◆ **Department of Labor (DOL)** – Create initiatives centered at DOL to attract and retain men and women to the nursing profession and to designate a national labor shortage in nursing. This would include, but not be limited to, providing funds for career option education, including support for re-entry into nursing or second career transitional programs, and funds and assistance for career mobility.
- ◆ **Office of Minority Health, Department of Health and Human Services** – Develop a collaborative outreach model with the nursing organizations (including specialty associations) and schools and universities to enhance minority recruitment and retention in the nursing field.
- ◆ **Technology in the Patient Care Environment** – Establish grants to support the development of information infrastructures that will enhance the clinical education of nurses.

## COMMUNITY-BASED SOLUTIONS

- ◆ **Community-Nurse Outreach Grants** – Provide public-private partnership monies (through the federal government to the states, then to the communities) for grants that would assist communities in designing innovative programs to recruit and retain nurses at all levels of preparation. All qualified health facilities – for-profit and nonprofit, public and private – should be eligible to participate in this program.
- ◆ **Area Health Education Centers (AHEC) Expansion Program** – Enhance recruitment and retention of nurses, especially in rural settings, through expansion of statutory authority allowing AHECs to work with communities to develop models of excellence for school nurses, public health nurses, perinatal outreach nurses, advanced practice nurses, and other community-based nurse providers. In addition, the AHECs would expand their school mentoring program to include a nurse-mentoring program with an emphasis on grades 6-12.
- ◆ **Nurse-Managed Health Centers (NMHC)** – Expand Section 330 (e)(1) of the Public Health Service Act to allow nurse-managed health centers to become federally qualified health centers. NMHCs provide primary care to uninsured and underserved population. Nursing students and faculty rotate through nursing centers allowing an excellent clinical experience for students and faculty.

## RESEARCH TO ENSURE FUTURE SOLUTIONS

- ◆ **Agency for Healthcare Research and Quality** – Designate a research portfolio, in collaboration with professional nurse organizations, on nurse staffing mix and educational preparation in various settings to provide optimal care.
- ◆ **National Institute of Nursing Research (NINR)** – Increase funding to support nurse research on the cost effectiveness of different nursing practices on patient outcomes. This research will allow us to refine nursing practice and provide quality patient care in its current challenging environment. A professional judgment budget increase amount of at least \$40 million is requested for the FY 2003 appropriations. This would bring NINR to a total funding level of \$160 million.
- ◆ **Health Resources and Services Administration (HRSA)** – Expand the Nurse Education Act and collaboration with related HRSA departments and state entities. Increase funding and expand legislative authority to ensure an increase in the timeliness and frequency of data collection on the nurse workforce to better develop a national nursing workforce model. Promote coordination with state and regional data collection workforce planning activities.

The undersigned organizations endorse this list of Consensus Issues as a basis for public policy to ensure quality health care for the nation through the provision of an adequate supply of nurses.

Academy of Medical Surgical Nurses  
Accreditation Association for Ambulatory Health Care  
American Academy of Ambulatory Care Nursing  
American Academy of Nurse Practitioners  
American Association of Colleges of Nursing  
American Association of Community Colleges  
American Association of Critical-Care Nurses  
American Association of Nurse Anesthetists  
American College of Emergency Physicians  
American College of Nurse Midwives  
American College of Nurse Practitioners  
American Nephrology Nurses Association  
American Nurses Association  
American Organization of Nurse Executives  
American Psychiatric Nurses Association  
American Society of Pain Management Nurses  
American Society of Perianesthesia Nurses  
American Society of Plastic Surgical Nurses  
Association of Faculties of Pediatric Nurse Practitioners  
Association of periOperative Registered Nurses  
Association of State and Territorial Directors of Nursing  
Association of Women's Health, Obstetric and Neonatal Nurses  
Dermatology Nurses' Association  
Developmental Disabilities Nurses Association  
Eli Lilly & Co.  
Emergency Nurses Association  
Federation of American Hospitals  
National Alaska Native American Indian Nurses Association

National Association of Boards of Examiners of Long Term Care Administrators  
National Association of Clinical Nurse Specialists  
National Association of EMS Physicians  
National Association of Neonatal Nurses  
National Association of Nurse Massage Therapists  
National Association of Orthopaedic Nurses  
National Association of Pediatric Nurse Practitioners  
National Association of School Nurses  
National Black Nurses Association  
National Conference of Gerontological Nurse Practitioners  
National Council of State Boards of Nursing, Inc.  
National Gerontological Nursing Association  
National League for Nursing  
National Nursing Centers Consortium  
National Nursing Staff Development Organization  
National Organization for Women  
National Organization of Nurse Practitioner Faculties  
National Student Nurses' Association, Inc.  
North American Transplant Coordinators Organization  
Nurses Organization of Veterans Affairs  
Oncology Nursing Society  
Sigma Theta Tau Iota Phi Chapter at Large  
Society for Chest Pain Centers and Providers  
Society of Gastroenterology Nurses and Associates, Inc.  
Society of Otorhinolaryngology and Head-Neck Nurses  
Society of Pediatric Nurses  
Visiting Nurse Associations of America  
Wound, Ostomy and Continence Nurses Society

Endorsers as of 11/20/02