Written Testimony Presented Before the
House Committee on Higher Education
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by
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HB 2023 RELATING TO THE CENTER FOR NURSING

Chair Nishimoto, Vice Chair Nakashima, and members of the House Committee on Higher Education, thank you for this opportunity to provide testimony in strong support of this bill, HB 2023 which amends Act 198, Session Laws of Hawai'i 2003, as amended by section 2 of Act 173, Session Laws of Hawai'i 2008.

This change would make permanent the assessment and deposit of the Hawai'i State Center for Nursing ("HSCFN") fees into the compliance resolution fund and distribution of those funds to the credit of the HSCFN special fund.

The Legislature in its wisdom established the HSCFN in 2003. Since then the HSCFN has provided education, service, and research through collaborative leadership. It has proactively addressed the Institute of Medicine's recommendations (and similar recommendations of the Hawai`i Workforce Development Council)[1]. It has forged solutions through respect, diversity, and the collective strength of all stakeholders. The HSCFN has become the hub of nursing information and research that ultimately will benefit the people of Hawai'i.

The HSCFN should be perpetuated as it has become a leader in workforce planning, nursing research, and professional practice in the State. Stakeholders recognize the HSCFN as the source of reliable information on existing and emerging trends in nursing. Thinking strategically, acting collaboratively, and seeking synergistic solutions have become the hallmarks of the HSCFN.

The repeal of the Center for Nursing fees would in essence cause the demise of the HSCFN as the fee is its main source of funding. Therefore, the UH Mānoa Nursing strongly recommends passage of HB 2023.

We appreciate your continuing support of nursing and healthcare in Hawai'i. Thank you for the opportunity to testify.

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[1] See attached: HSCFN Work to Date in Addressing the Institute of Medicine's Recommendations

Hawai'i State Center for Nursing (HSCFN) Work to Date in Addressing the Institute of Medicine's (IOM) Recommendations

January 2012

Recommendation 1: Remove scope-of-practice barriers.

The HSCFN has researched barriers which prevent Advanced Practice Registered Nurses (APRNs) from practicing to the full extent of their education and training. The HSCFN established the APRN Committee which has identified 36 barriers in Federal and State laws to date. The Committee continues to survey APRNs in various practice settings to identify additional barriers to practice. (Information is available upon request.) The Committee has found significant delay in State agencies' implementation of new laws passed by the Legislature which were intended to break down some of these barriers.

Recommendation 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.

The HSCFN established the Nursing Education and Practice Collaborative which is comprised of representatives from key sectors of nursing in the State of Hawai`i with a shared mission and vested interest to attract, educate, and maintain a qualified nursing workforce. This mission presents an opportunity for collaboration with private and public employers, health care organizations, and nursing associations committed to:
- expanding nursing education and practice in the State of Hawai`i to ensure a stable and competent nursing workforce; and
- generate innovative and sustainable solutions for assuring a stable and highly competent nursing workforce across the continuum of healthcare delivery.

Recommendation 3: Implement nurse residency programs.

HSCFN has taken actions to support nurses' completion of a transition-to-practice program (nurse residency) after they have completed a pre-licensure or advanced practice degree program or when they are transitioning into new clinical practice areas. In collaboration with Castle Medical Center, Hawai'i Pacific Health, Hawai'i Health Systems Corporation, Kaiser Medical Center, The Queen's Medical Center, Chaminade University, Hawai'i Pacific University and the University of Hawai`i System, the HSCFN will be implementing a Registered Nurse Residency Program.

At the end of the program, the graduate nurses will:
- transition from entry level nurses to competent professional nurses; develop effective decision making skills related to clinical judgment and performance;
- be able to provide clinical leadership at the point of care;
- strengthen their commitment to nursing as a professional career choice;
- be able to incorporate research-based evidence into their practices; and
- formulate individual career development plans.

Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Academic nurse leaders from the University of Hawai`i are working together in a shared bachelor of science (BS) program that will increase the proportion of new graduate nurses with a baccalaureate degree. To increase the percentage of BS prepared nurses from 50 to 80 percent statewide by 2020, private and public funders, and employers must create incentives for degree completion by experienced associate degree RNs to continue their progression to the bachelor or master's degree. The HSCFN can facilitate this activity and monitor progress in creating a statewide nursing workforce prepared to meet the demands of diverse populations across the lifespan.

Recommendation 5: Double the number of nurses with a doctorate by 2020.

Hawai`i doctoral graduates are increasing with 8 students each year receiving their PhD from UH Mānoa. The University of Hawai`i nursing programs at Mānoa and Hilo will launch the Doctor of Nursing Practice program in fall 2012 with projected enrollment of 24 and 10 students respectively. Faculty recruitment is hampered by the low salary provided to educators. A combination of increasing the high demand faculty salary threshold and tuition forgiveness programs are needed to increase recruitment and retention.

Recommendation 6: Ensure that nurses engage in lifelong learning.

In accordance with SCR 167, 2009 SLH, the HSCFN established the Continuing Education Joint Advisory Committee (CEJAC) made up of the Hawai`i schools of nursing, health care organizations, the Board of Nursing, and professional associations to collaborate in an effort to ensure that nurses, nursing students and faculty continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

In accordance with the IOM recommendations ("Redesigning Continuing Education in the Health Profession"), the CEJAC developed the Hawai`i Continuing Competence Program. The individual nurse in collaboration with the BON, nursing educators, employers and the nursing profession would have the responsibility to demonstrate continued competence by completing a confidential self-assessment of the nurse's

practice; create a plan to maintain competence within the area of practice; choose from multiple learning options/methods/ and attest to completion of the process at the time of license renewal.

The second part of the Program will include an evaluation to assess the effectiveness of the process on nurse competency. The National Board of State Boards of Nursing is in the process of developing such a tool, and the specifics of the tool are pending. CEJAC members include the American Organization of Nurse Executives, Department of Commerce & Consumer Affairs, Filipino Nurses Organization, Hawai`i Association of Professional Nurses, Hawai`i Community College, Hawai`i Health Systems Corporation, Hawai`i Long Term Care Association, Hawai`i Medical Center, Hawai`i Association of Nurse Anesthetists, Hawai`i Association of Nurse Practitioners, Hawai`i Association of Nurse Professionals, Hawai`i Nurses Association, Hawai`i Pacific Health, Hawai`i Pacific University, Healthcare Association of Hawai`i, Kaiser Permanente Hawai`i, Kapi`olani Community College, Kauai Community College, Kuakini Health System, Maui Community College, Philippine Nurses Association, State of Hawai`i Board of Nursing (BON), The Queen's Medical Center, University of Hawai`i at Hilo, University of Hawai`i at Mānoa, and the University of Phoenix.

Recommendation 7: Prepare and enable nurses to lead change to advance health.

The HSCFN established the Hawai`i Nurse Internship and the Nurse Residency Programs to assist novice nurses transition into successful practice. This is accomplished by developing nurse educators, managers, and staff RN preceptors in each organization to work with new graduates and enable them to teach, coach, mentor, lead, and evaluate new nurses. Nurse residency programs are designed to increase job satisfaction and reinforce professional commitment to the nursing profession, contributing to the long-range goal of alleviating the nursing shortage. Data from organizations with these programs report significant increase in RN retention.

Recommendation 8: Build an infrastructure for the collection and analysis of interprofessional health care workforce data.

The HSCFN and the UH Mānoa School of Nursing and Dental Hygiene have collaborated with the Hawai`i Workforce Development Council, the Hawai`i Board of Nursing, the State departments of Health, Human Services, Commerce & Consumer Affairs and Labor to ensure that the data are timely and publicly accessible. Five annual surveys were conducted to track the types of nursing programs offered, enrollment capacity, number of graduates, student and faculty demographics, and current issues affecting education capacity. Three biennial census surveys of registered nurses licensed by the Hawai`i Board of Nursing were conducted to identify and trend RNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.  A census survey of licensed practical nurses (LPN) licensed by the State of Hawai`i Board of Nursing was conducted to identify and trend PNs geographic distribution, age, employment status, intention to stay in current employment and in the profession.