



### **The Illinois Center for Nursing Immersed in Strategic Planning**

This Illinois Center for Nursing (ICN), under the leadership of Chairperson Donna Hartweg, PhD, RN and Maureen Shekleton, PhD, RN, FAAN, Vice-Chairperson, are strategizing for the future. The ICN Board immersed itself in strategic planning during the February 2014 board meeting.

*“The central challenge at this time of unprecedented healthcare change is to optimize ICN’s influence as the leader for nursing workforce development to impact quality healthcare policy, practice and education”, Donna Hartweg, summarizing for the ICN Board.*

Results include a strategic map, revised vision, central challenge, and a focus of activity in four areas (data, partnerships, resources and PR/marketing) that support ICN’s mission, which is to advocate for and ensure appropriate nursing resources necessary to meet the healthcare needs of the citizens of Illinois. Through these efforts, ICN promotes access to healthcare, improved quality and decreased cost.

Background: ICN was established through legislative action in 2006, and placed within the Illinois Department of Financial and Professional Regulation to address issues of supply and demand in the nursing profession. Comprised of eleven members with diverse expertise appointed by the governor, the Center is administered by a managing director. Since its inception, ICN has established multiple coalitions with regional, state, and national organizations to address the statutory mandate.

#### **Strategic Assessment:**

**I. Accomplishments:** Overall quality and capacity in RN and LPN programs has increased through multiple initiatives: (2006-2013) in part because of multiple methods:

**a. Coordinated with Illinois Board of Higher Education for nursing program grants:**

19 Nursing School Expansion and 23 Improvement grants awarded (2007-2014)

117 Nurse Educator Fellowships awarded with 88.5% retention rate of educators in nominating schools of nursing (2007-2013).

**b. Collaborated with national workforce groups**, such as the Robert Wood Johnson Foundation (RWJF)/American Association of Retired Persons Foundation (AARP) Center to Champion Nursing in America (CCNA). Through CCNA leadership, ICN has partnered with ANA-Illinois, the Illinois Nurses Foundation and the Illinois Organization of Nurse Leaders to form the Illinois Healthcare Action Coalition (IHAC), resulted in receipt of the RWJF State Implementation Program grant to support the work of the Illinois Healthcare Action Coalition, which is working on a seamless curriculum for progression between community colleges and higher degree programs, study of the supply of advanced practice nurses; and strengthening nurse leadership.

**c. Worked with regional partners** such as the Metropolitan Chicago Healthcare Council, Man-Tra-Con Corporation, the Illinois Hospital Association, the Illinois Critical Access Hospital Network, to become one of only three states chosen to be in the National Council State Board of Nursing Transition to Practice study.

**d. Collected data on nursing workforce** in concert with the national nursing minimum data set and dissemination of information on nursing and nursing programs via ICN website

<http://nursing.illinois.gov>

**II. Issues:** projections of mass retirements of RNs and increased demands for advanced practice nurses, nurse educators, and those with new competencies (US Department of Labor, Bureau of Labor Statistics Employment Projections for 2012-2022). This demands understanding of national and state supply/demand.

#### **Recommendations based on ICN Strategic Planning in February 2014:**

- Significant current and new data must be collected, aggregated and analyzed to better understand Illinois nursing workforce needs.
- key strategic partnerships will be needed to facilitate the work of the CIN
- Utilize existing state funds and seek additional non-state resources
- Increase visibility and communicate the value of the ICN.

The ICN is working with industry professionals and educational institutions to ensure that Illinois has a nursing workforce necessary to meet the demands of a growing and aging population. Visit the ICN website, <http://nursing.illinois.gov>