

Center to Champion Nursing in America

Introduction: Over the past two years, your team, with colleagues from 30 states across the country, has been working diligently to increase your state's capacity to educate highly-skilled nurses. To celebrate your successes and identify where more attention is needed, please provide a summary of your successes as well as work still in progress. The summaries will be distributed via the State Team Extranet and during our upcoming May meeting. We will use them to inform policymakers and other stakeholders, including consumers, about your work, as well as to develop media messages.

State: Illinois

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(See attached for all Team Illinois members and contact information.)

Collective goals of the strategic partners on your state team:

Team Illinois continues to network with stakeholders for the purpose of promoting nursing within Illinois by:

Building Strategic Partnerships: Team Illinois prompts open lines of communication to recognize strategic partners to share common initiatives and avoid replication of work.

Data Mapping: Team Illinois works to enhance facilitation of articulation between Licensed Practical Nurse (LPN), Associate Degree Nursing (ADN) and Baccalaureate Degree of Nursing (BSN) by mapping program requirements and curriculums across the state.

Continuing Education: Team Illinois advances the need of life-long learning to fulfill licensure requirements and to build the pipeline for masters-prepared and doctoral-prepared nurses by indentifying available resources.

Interdisciplinary Collaboration: Team Illinois understands the importance of sharing resources and collaborates with other groups to develop interdisciplinary simulation laboratories across the state.

Economic Impact of Nursing: Team Illinois continues to define and establish the economic impact of the nursing shortage and the implications to the State of Illinois.

Successes

Please summarize your top two to three successes in improving and expanding nursing education in your state. Include a description of the problem you were addressing, including its impact on the state's citizens, the solution(s) you implemented and the outcomes you achieved.

Success 1:

Problem (150 words)

Regional stakeholders and State agency leaders have developed frameworks that define the nature of the nursing shortage, the barriers and challenges and the recommended regional solutions. To evaluate these initiatives the Illinois Center for Nursing (ICN) has initiated strategies to coordinate the collection of data regarding nursing education and workforce supply and demand.

Solution (150 words)

The Illinois Center for Nursing coordinated the development of a survey of Illinois LPNs, RNs and APNs in 2007. A similar survey, incorporating the Forum of State Nursing Workforce Centers Minimum Dataset is planned for distribution in the fall of 2010. ICN has also partnered with the Illinois Department of Professional and Financial Regulation Board of Nursing in collecting additional data with their annual survey of all pre-licensure programs; in 2009 a curriculum review was collected. There is a memorandum of understanding amongst multiple State agencies that facilitates sharing of data regarding nursing workforce supply and demand. This data is also used by regional partners and stakeholders.

Outcomes (150 words)

Data that has been collected is being used by multiple state agencies, workforce boards, regional stakeholders, Team Illinois Partners to fund and evaluate various nursing education and workforce initiatives. Recognizing the critical importance of a vibrant nursing workforce, the Illinois Center for Nursing plans to continue to work with various state agencies and stakeholders to collect and provide information to support various initiatives to grow the nursing workforce. The initial focus of the transition points in the pipeline is developing a qualified applicant pool and increasing the number of nursing faculty.

Success 2:

Problem (150 words)

According to the American Association of Colleges of Nursing's 2007-2008 report, U.S. nursing schools turned away 40, 285 qualified applicants from baccalaureate and graduate nursing programs in 2007 due to insufficient number of faculty, clinical site, classrooms space, clinical preceptors, and budget constraints. These barriers to nursing education and training have created a virtual bottleneck in the nursing education pipeline. Therefore, the need to redesign nursing education and training has become critical. However, programs across the State of Illinois vary in requirements and curriculum.

Solution (150 words)

By mapping program requirements and curriculums in all 127 nursing programs throughout the state, a plan can be developed to communicate and facilitate articulation agreements between LPN-ADN-BSN programs to address barriers and challenges in the nursing education.

Once findings have been identified the plan would be to lay out a strategy for building a nursing career lattice which identifies commonalities in all nursing programs.

While working with appropriate representatives draft articulation agreements to present to the state College and University Chancellors for approval.

Seek funding to strategize implementation of Articulation Agreements and to continue the project through diverse funding sources at the local, state and federal levels.

Finally, using the career lattice and articulation agreements as guide, continue the Task Force charter to address improvements to identify resources available that can be leveraged to increase education capacity and researching innovative practices in nursing education redesign.

Outcomes (150 words)

Team Illinois's strategic partner Metropolitan Chicago Healthcare Council (MCHC) sought and received funding from the Grand Victoria Foundation to assist in supporting a statewide initiative to modernize the nursing education pipeline in the amount of \$100, 000. To date the project is in the final stages of completing the progress report to be shared with key stakeholders across the State of Illinois.

Success 3:

Problem (150 words)

The challenges of meeting nursing workforce shortages in Illinois are as diverse as the State itself. Illinois hospitals and healthcare providers serve patients in urban and rural communities; in academic medical centers, community hospitals and critical access hospitals; in long-term care settings and ambulatory and community health settings. Because Illinois enjoys tremendous diversity across its geography and its people, one size does not fit all of our communities in strategizing to solve nursing shortage issues

Solution (150 words)

Our approach to this issue is to recognize and embrace our diversity and our similarities as we develop and implement solutions in each region of the State that are both unique and replicable, where appropriate.

The original 10 members of Team Illinois represented a strong regional collaborative partnership from Southern, Central, Northwest and Northeast Illinois, including the City of Chicago committed to building the nursing workforce for all of the communities we serve. Each team member's role on Team Illinois has grown out of the role played by that individual in ongoing regional and State nursing workforce initiatives. Thus, each team member brings to the table a complete understanding of and commitment to the partnership.

To continue this collaboration, it is imperative that we prompt open lines of communication with existing partners and continue to network to identify additional stakeholders and strategic partners that share our common goals.

Outcomes (150 words)

Since the inception of Team Illinois the team has grown by 270%. There are now 27 members representing regions across the entire state of Illinois including, Springfield, Girard and the Quad Cities area, which includes Bettendorf, Iowa. Industry partners from health care organizations, Associate Degree Nursing and Baccalaureate Degree of Nursing programs, foundations, chambers of commerce, economic development offices and State of Illinois officials are active members on the team.

To continue this momentum, regional leaders meet monthly via teleconference to discuss key issues. Statewide meetings are held quarterly to bring the entire team together to discuss regional initiatives and common goals. These meetings rotate around the state to provide an opportunity for local partners to join in discussions regarding the nursing shortage.

What still needs to be accomplished?

In your state, what are the top two to three priorities that still need to be addressed to further increase nursing education capacity?

1. Continue to build the pipeline for RN, masters-prepared and doctoral-prepared nurses by indentifying available resources.
2. Promoting the success of online clinical scheduling and expand the role to additional regions across Illinois.
3. Create a case study that addresses the economic impact and implications of a nursing shortage within Illinois.