



**The Alabama Health Action Coalition:  
Working Towards Improving Alabama's Health**  
June 21<sup>st</sup>, 2016

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AL-HAC Nurse Co-Leader  
Associate Professor, Ida V. Moffett  
School of Nursing Samford University



“Our work isn’t changing.  
Change is our work.”

- Tim Porter-O’Grady

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# Alabama Health Action Coalition (AL-HAC)

## Co-leaders:

- Kathleen A. Ladner, PhD, RN, FACHE  
*Past President, Alabama Organization of Nurse Executives*
- Carol J. Ratcliffe, DNP, RN, FACHE  
*Past President, Alabama Organization of Nurse Executives*
- Jane Yarbrough, BSN, RN  
*Department Manager, Quality Manager  
Blue Cross Blue Shield of Alabama*
- Lacy Gibson  
*Director of Human Resources/Workforce Development Committee,  
Alabama Hospital Association*

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# AL-HAC Background

- AL-HAC is a voluntary, state-wide, interdisciplinary, non-political, nonprofit, collaboration with the dedication to meet the challenges facing an unhealthy and diverse Alabama
- Formed in 2012 as a state initiative of the *Future of Nursing: Campaign for Action*; all 50 states
  - Initial funding from Robert Wood Johnson Foundation (SIP 2 grant)
- Ultimate goal is to transform healthcare in Alabama through collaborative practice and nursing
- Partners now include nursing schools, Blue Cross, the hospital association, the medical association, along with multiple companies and other professional associations in Alabama interested in improving healthcare

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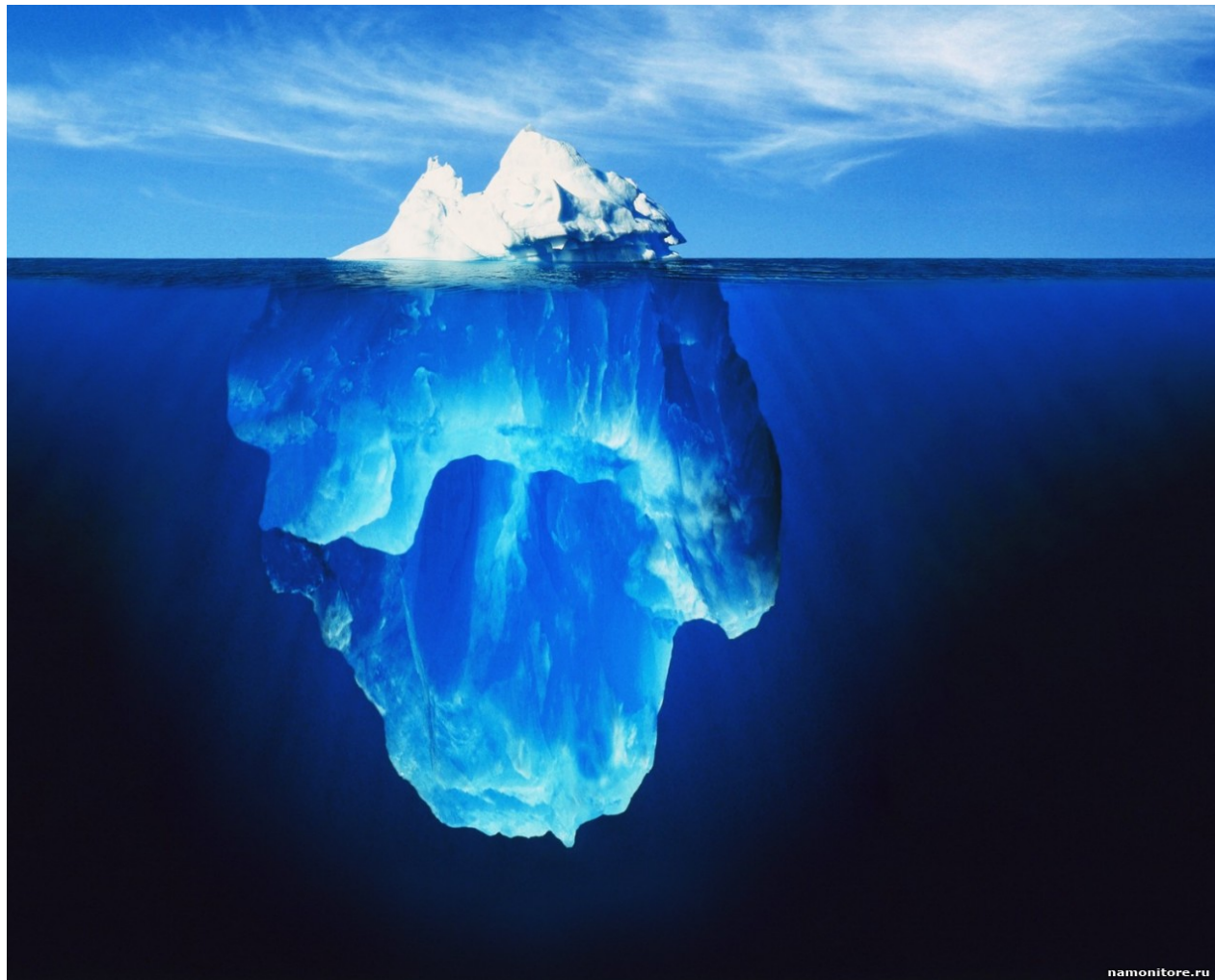
# AL-HAC History

- Grassroots efforts began with in-kind support, pro bono work, and donations from AL-HAC Steering Committee members, businesses, nursing and professional associations, community organizations, and individuals
- In-kind support
  - AARP Alabama
  - Alabama Education Council of Administrators of Professional Nursing Education Programs (ACAPNEP)
  - Alabama Hospital Association (AlaHA)
  - Alabama Organization of Nurse Executives (AlaONE)
  - Alabama State Board of Nursing
  - Alacare Home Health and Hospice
  - Blue Cross and Blue Shield of Alabama
  - Capstone College of Nursing Alabama 80x20 Taskforce
  - Ida V. Moffett School of Nursing
  - Nurse Practitioner Alliance of Alabama
  - Samford College of Health and Sciences
  - State of Alabama Association of Colleges of Nursing (SAACN)
  - UAB School of Nursing
  - VITAS

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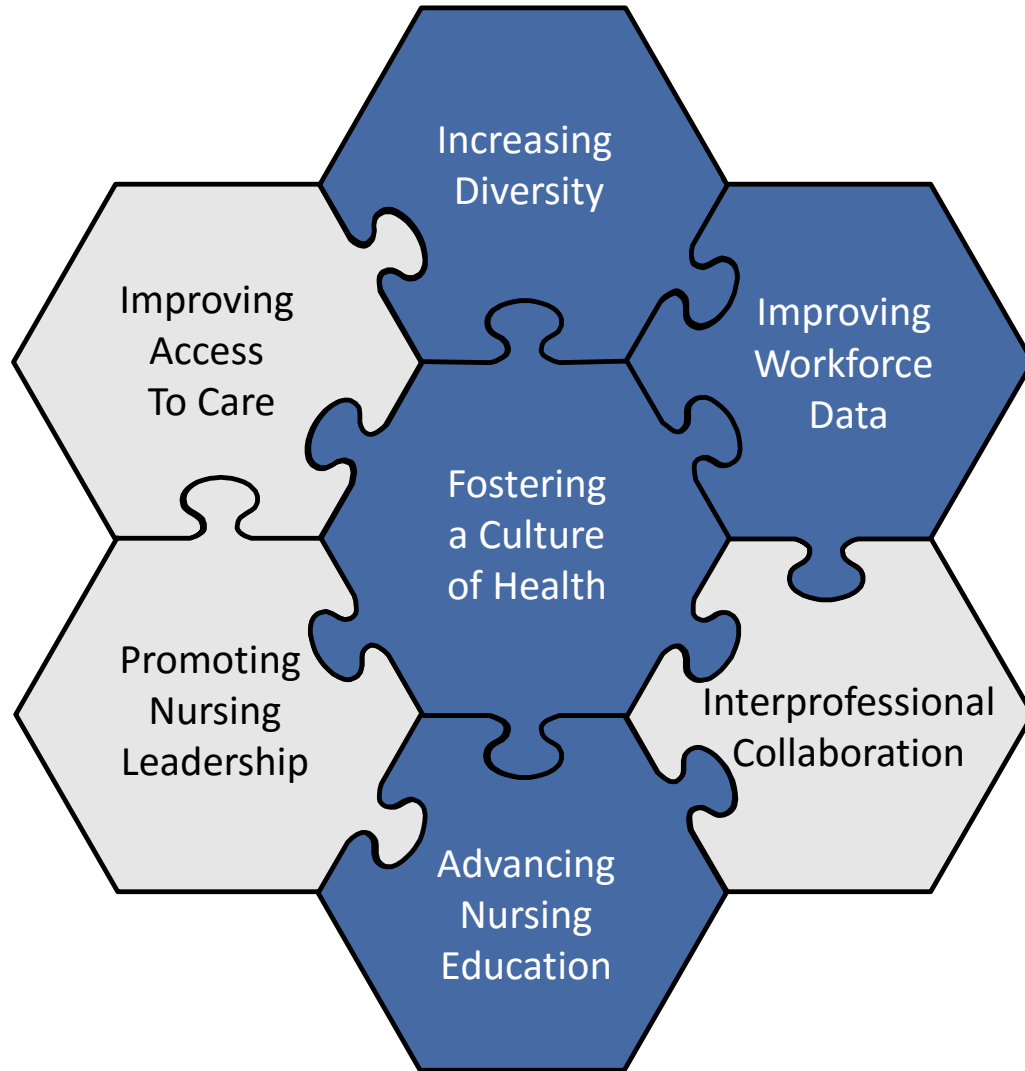
It takes a village...



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# Campaign for Action vs AL-HAC Goals



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# Advancing Nursing Education

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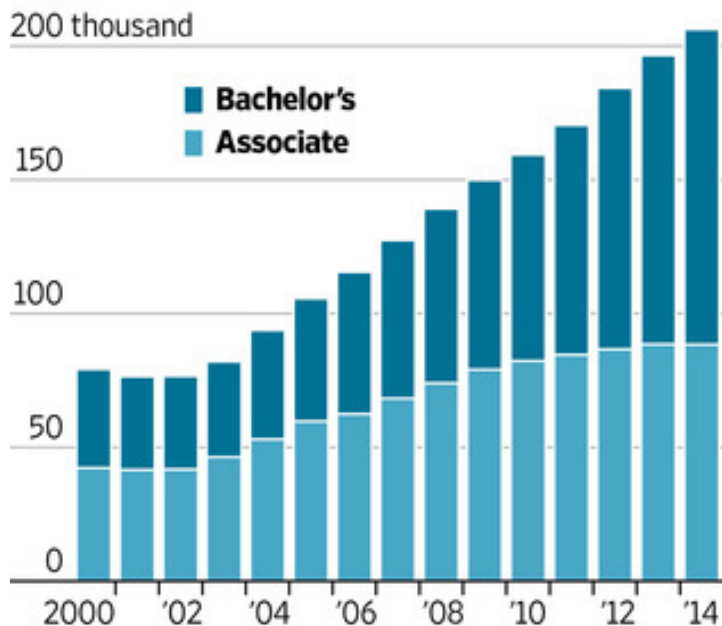
# In the news...

*Job-Seeking Nurses Face Higher Hurdle as Hospitals Require More-Advanced Degrees -WSJ: October 14, 2015*

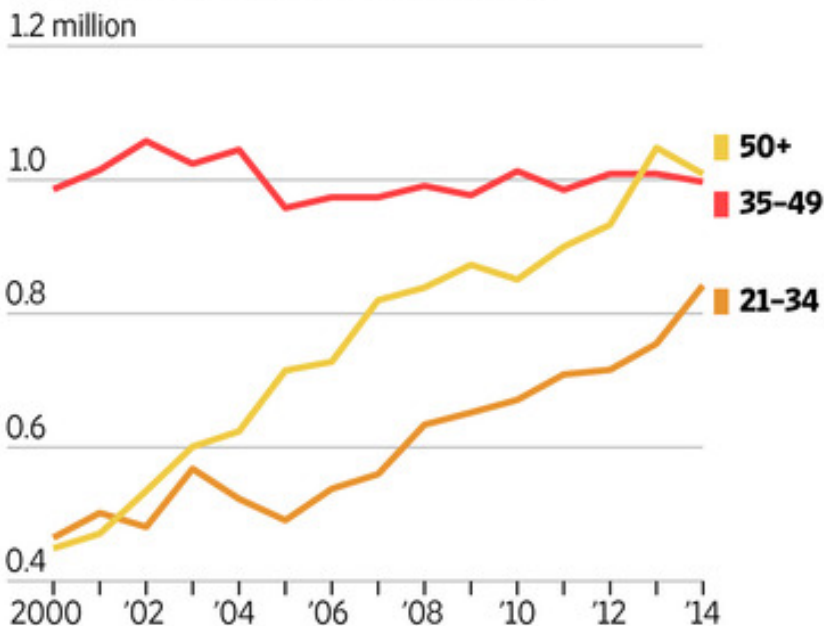
## In Demand

A bachelor's degree is increasingly important in the nursing profession, as the number of new nursing graduates and experienced nurses over 50 in the workforce has risen sharply.

### Nursing degrees awarded



### Full-time nursing workforce by age



Sources: Auerbach, Buerhaus, Staiger analysis of Integrated Postsecondary Education Data System (degrees); U.S. Census Bureau

THE WALL STREET JOURNAL.



# AL-HAC's Progress

- Created an RN-to-BSN comparison profile allowing students to have a “one stop shopping” document that allows them to determine which RN Mobility best meets their individual needs
- Developed a Recommended RN Mobility Pre-Nursing Curriculum for the State of Alabama designed to encourage 4 year institutions to implement. This curriculum was designed to eliminate the varied requirements that each institution had at the time
- The recommended curriculum was based on the following:
  - Congruency with Alabama Statewide Transfer and Articulation Reporting System (STARS)
  - Congruency with the Southern Association of Colleges and Schools (SACS) requirements
- Completed Financial Resource Guide created and uploaded to AL-HAC's website for current and prospective nursing students



al-hac.org



# Alabama Health Action Coalition

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## What is AL-HAC?

The Alabama Health Action Coalition (AL-HAC) is a group of healthcare, business, political, and community leaders collaborating to explore health issues that affect the people of Alabama in order to establish a roadmap for positive change in our state.

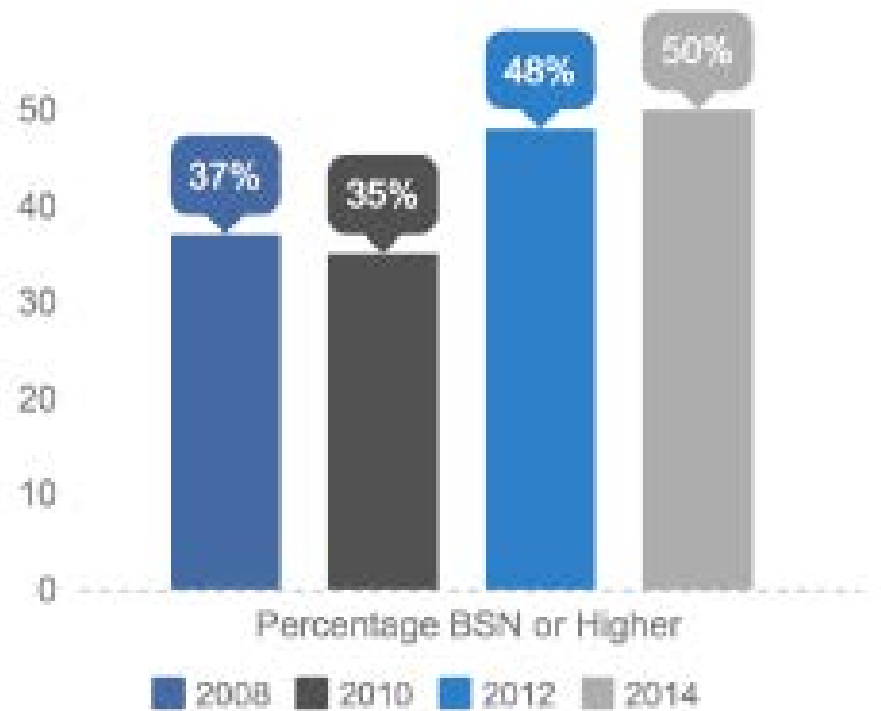
**Our Mission** is to improve the health status of all Alabamians by increasing access to cost-effective, high quality care through inter-professional and community collaboration.

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# Alabama's Progress



National average  
of RNs with a BSN  
or Higher was  
50.3% in 2014





# Promoting Diversity

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# Workforce Diversity

**Nurses and healthcare professionals should reflect the population in terms of gender, race, and ethnicity.**

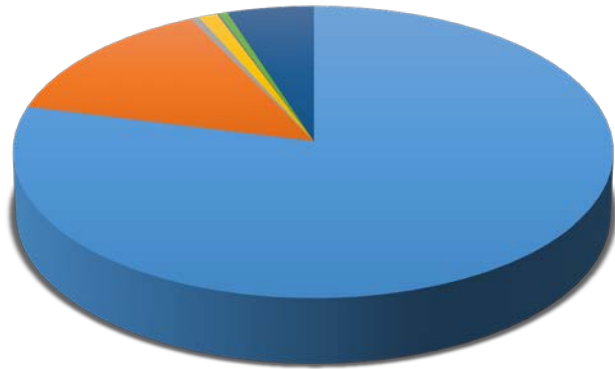
- All nurses and healthcare professionals should provide culturally competent services and care
- Greater workforce diversity may help to reduce health disparities and improve health outcomes in diverse communities.





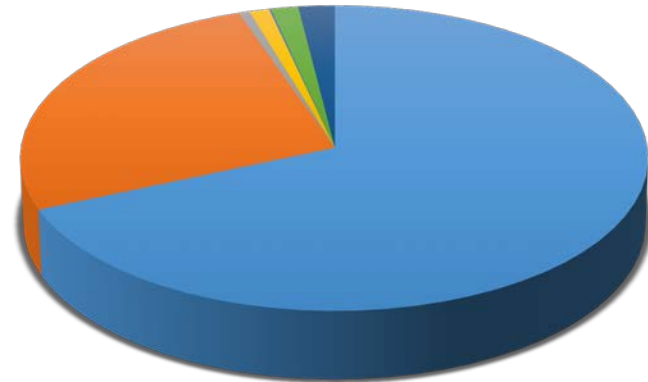
# RN Workforce Diversity vs Population

2014 RN Workforce



- White
- Black or African American
- American Indian or Alaskan Native
- Asian
- Native Hawaiian and Other Pacific Islander
- Multiracial
- Unknown

2010 Alabama Census



- White
- Black or African American
- American Indian or Alaskan Native
- Asian
- Native Hawaiian and Other Pacific Islander
- Multiracial
- Other





# Nursing Workforce Diversity

- Hispanic/Latino overall population has grown to 4.2%\*
  - Fewer than 1% of all nursing jobs are held by Hispanics
- African Americans represented 26.8% of the Alabama population in 2015\*
  - In 2014, only 13.9 % of the Alabama RN workforce reported as African American



\*U.S. Census Bureau: Alabama Quick Facts, 2015





# AL-HAC's Progress

- Established Alabama's first chapter of the National Association of Hispanic Nurses in Birmingham
  - <https://alnahn.nursingnetwork.com/>
- Highlighted the nursing profession and the importance of diversity to more than 3,000 Alabama high school students from 2013 to 2015
- Established a partnership to engage students in the Black Belt Region of Alabama, to reach low-income students being prepared to enter and succeed in postsecondary education
- AL-HAC currently partnering with Birmingham Black Nurses Association, Mobile Bay Black Nurses Association, Tuscaloosa chapter of the American Assembly for Men in Nursing
- Currently developing survey to analyze diversity of Alabama's nursing faculty

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# Fostering a Culture of Health

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# AL-HAC's Progress

- Established partnerships with the Alabama Statewide AHEC and each of its centers in all 5 regions of Alabama
- Created and provided a Nutritional Topics Training to GEAR UP Alabama
  - Supplied and presented the material to about 100 trainers in the Black Belt Region
- Public Health Nurse Leader (PHNL) selected by the Robert Wood Johnson Foundation (RWJF)
  - AL-HAC Steering Committee member Jessica Hardy, MPH, DNP, RN, the director of the Office of Women's Health of the Alabama Department of Public Health, one of just 22 nurses from across the country to be selected
  - Will direct pilot project with goal to use telehealth technology to reach and empower underserved minority individuals living with diabetes in rural Alabama

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# Improving Workforce Data

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# Why *State Level* Workforce Data?

- States' role in Accountable Care Act (ACA) implementation –what are the implications for workforce?
- States vary from the national picture; there's local/regional variation
- Many policy levers are state-level (e.g., scope of practice)
- Decisions about whether to enact or change policies directed at training, recruiting, and retaining health professionals affect wide range of stakeholders, and are source of contentious debate



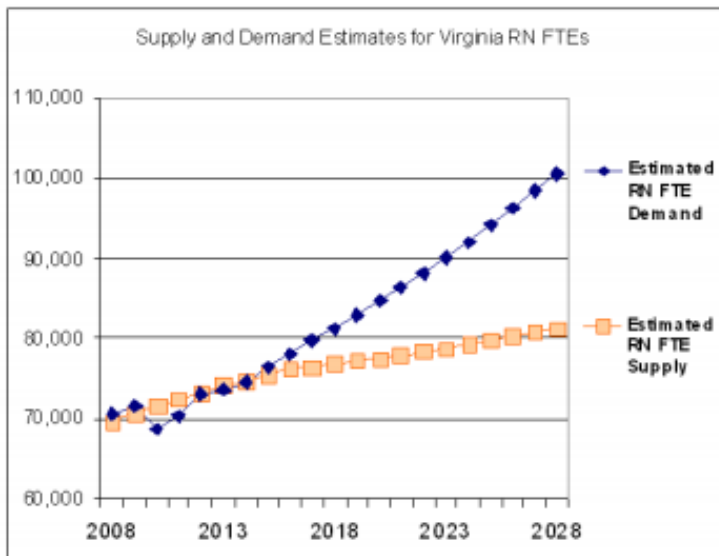
# *What can we learn from an expanded workforce database?*

- Obtain and display the distribution of the Alabama Nursing Workforce using spatial scaling at a refined level
- Describe the changes over time of the workforce distribution and link to known economic and healthcare trends
- Compare the workforce distribution with known indicators of health and provider availability
- Compare the workforce distribution and diversity with population diversity
- Apply workforce data to target areas for educational outreach, workforce development, and program initiation
- Compare workforce distribution with additional data sources such as enrollment and graduation parameters from the Alabama Community College System (ACCS) and the Alabama Commission on Higher Education (ACHE).





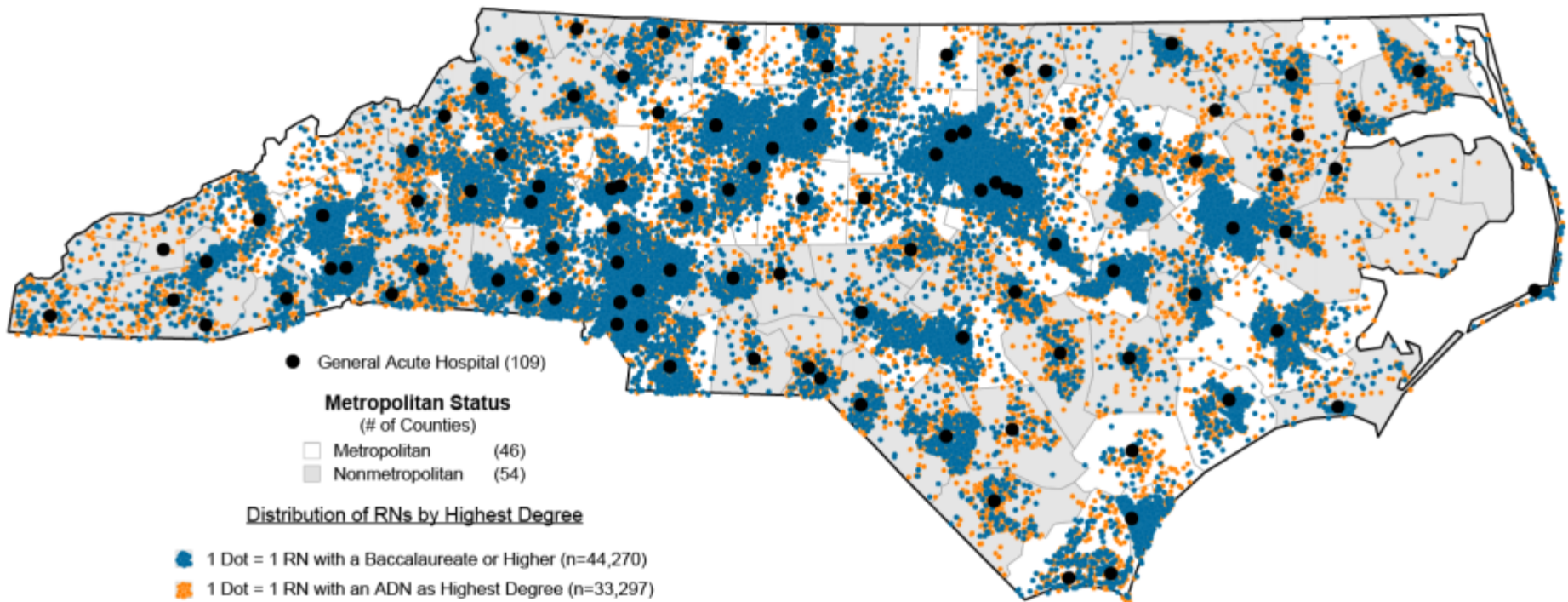
# Nursing Workforce Planning in AL?



- Will we have enough of X professionals in the right specialties, employment settings and locations to meet future demand?
  - Do we need a new school of X, Y, Z?
  - What's the distribution of nurse practitioners, physician assistants, primary care physicians
  - Where are potential dental practice opportunities/needs?
  - What is the current breakdown of ADN vs BSN nurses?

# ADNs are better distributed across state while baccalaureate+ nurses cluster around hospitals

## Distribution of ADNs and Baccalaureate or Higher RNs Actively Practicing in North Carolina in 2012

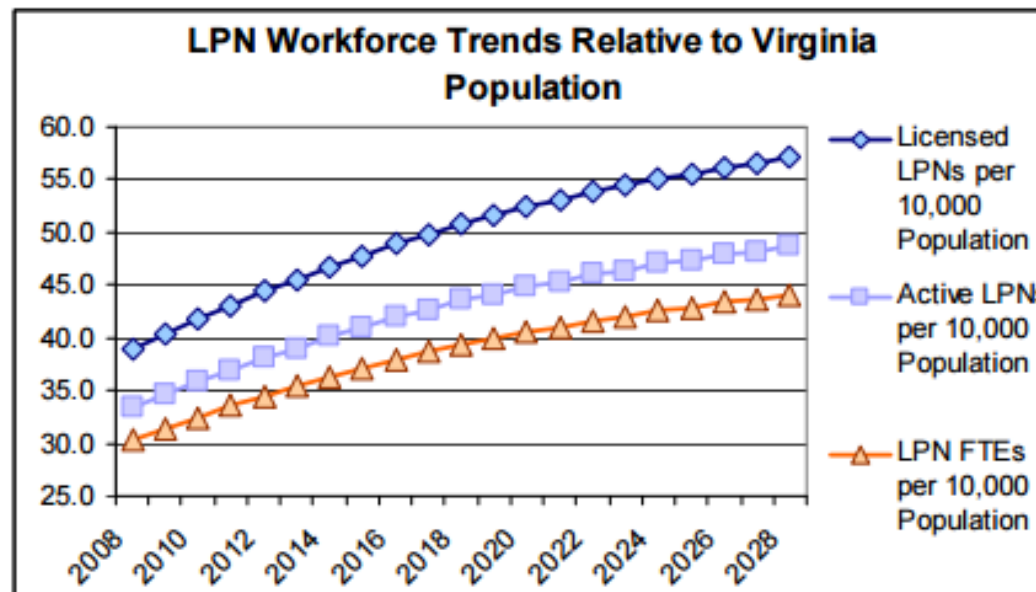
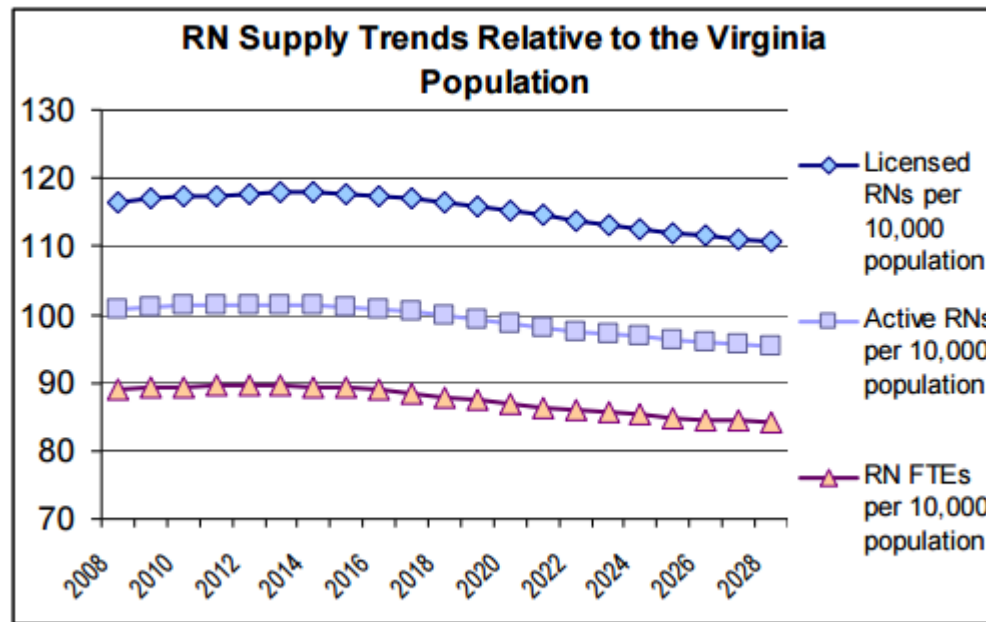


**Note:** Dots are scattered randomly within ZIP code areas. Data include RNs who were actively practicing in North Carolina who have an ADN as their highest degree or who have a BSN or higher as their highest degree. Data exclude 377 RNs with inadequate zip codes for mapping purposes.

**Source:** North Carolina Health Professions Data System, with data derived from the North Carolina Board of Nursing, 2012. Hospital locations derived from NC DHHS as of January 1, 2015 at <http://www.ncdhhs.gov/dhsr/data/hllist.pdf> and NCHA member hospital list at <https://www.ncha.org/about/member-hospitals>, retrieved 1/7/14.

**Produced by:** Program on Health Workforce Research and Policy, Cecil G. Sheps Center for Health Services Research, University of North Carolina at Chapel Hill.





\*Forecasting Nurse Supply and Demand  
in Virginia: 2008 – 2028



# Benefits to Alabama's Consumers

- Forecasting workforce needs
  - Many of Alabama's hospitals are using agency nurses
  - Educational programming needs
- Healthcare policy, strategy, and planning
  - Alabama's national Health Ranking is 46th\*
  - Alabama is ranked 47<sup>th</sup> nationally in diabetes\*
  - All of Alabama's counties contain federally designated medically underserved areas or populations\*\*
  - 55 of the 57 counties in rural areas\*\*\*
  - 64 out of 67 of Alabama's counties are designated as health professional shortage areas\*\*\*

\*U.S. Census Bureau: Alabama Quick Facts, 2014

\*\*America's Health Rankings from United Health Foundation, 2015

\*\*\*Alabama Department of Public Health

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# Benefits to Alabama Health Care Providers

- Health care, at its core, is about people caring for people. For health care providers, the most important assets are not the buildings or investment portfolios.
- It's the workforce — the individuals who directly or indirectly care for patients. We must also understand that the recruitment, management and retention of the healthcare workforce has a direct impact on the cost and quality of patient care
- Without sufficient numbers and quality of caregivers, Alabama will not be able to meet the growing health care needs of their communities
- Wages and benefits account for about two-thirds of every dollar spent by hospitals, according to the American Hospital Association
- In order to sustain financial viability and improve operational efficiencies, providers MUST have a clear view of workforce data in order to make decisions concerning quality patient care, patient safety, clinician engagement, and overall efficiency

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# Nursing Workforce Data Reports



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Nursing Workforce Reports

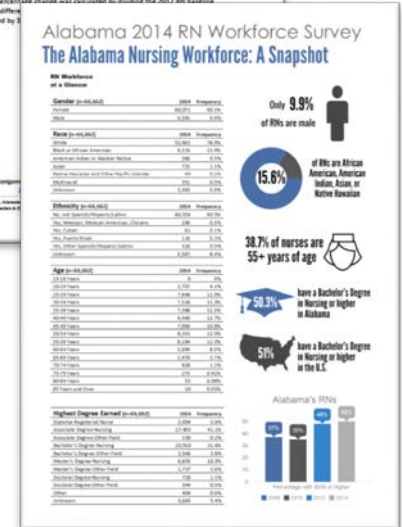
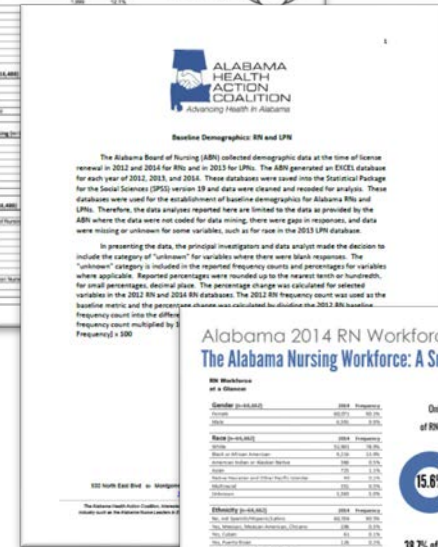
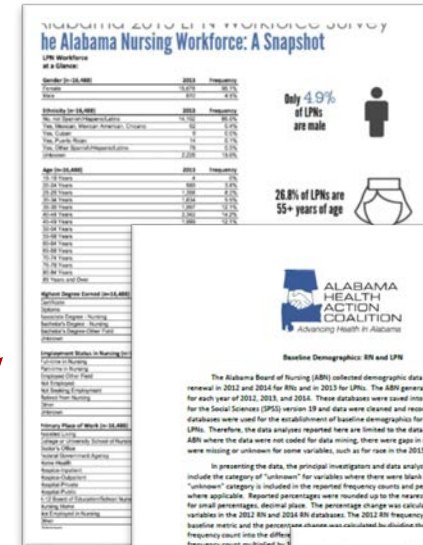
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# AL-HAC Progress

- ABN added the MDS to LPN license renewal survey as voluntary section in 2015
  - Analysis will be completed by AL-HAC this Summer
- MDS will appear on 2016 RN license renewal
- Passed- Senate Bill 227 creates loan repayment program for Advanced Practice Nurses
- House Bill 125 discussed in Senate but did not pass
  - would have created the Alabama Longitudinal Data System

**National RN Workforce Survey**  
Marking Instructions

**Attention LPNs**  
There's a new section to the LPN Renewal Survey this year...

You will notice a new section to your 2015 LPN Renewal survey. This 31 question survey will only take **5-10 minutes** of your time and will greatly benefit nurses like you.

**Frequently Asked Questions:**

**What is the new section on LPN licensing survey?**  
The voluntary section of questions at the end of the LPN renewal survey is a standardized tool that will help the Board of Nursing collect information about the LPN workforce.

**Why does the Board need this information?**  
Right now, Alabama currently lacks nursing workforce data needed to influence policy; enhance diversity; forecast the nursing workforce supply and demand; including nursing education program planning; forecast for disaster planning; or identify nursing shortage areas versus overly saturated areas within the state. This is just a short list of reasons why this information is important to nurses and the public.

**What are you going to do with this data?**  
The Board of Nursing is working with the Alabama Health Action Coalition (AL-HAC) to collect this information and publicize the survey's findings to public. Your response to this survey is critical for us to better plan for a healthier Alabama.

**Are my answers anonymous?**  
Yes.

**Why should I answer this survey?**  
Answering this survey will help the Board answer important questions like:  
Will Alabama have enough nurses in the future? How will retiring nurses affect this number?  
Are there areas in Alabama where we need more nurses? Is there an area with an over-saturated supply of nurses?  
Does the racial/ethnic, geographic and specialty of Alabama's nursing workforce match our population's health needs?

**Who developed these questions?**  
The questions on this survey were developed by the National Council of State Boards of Nursing and the National Forum of Nursing Workforce Centers.

**Will these questions be asked on the RN Renewal Survey in 2016?**  
Yes. A very similar list of voluntary, questions will be included in the 2016 RN Renewal Survey.

**How often will I be asked these questions?**  
You should expect these questions to be asked during each license renewal period.

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Advancing Health in Alabama

**NATIONAL COUNCIL OF STATE BOARDS OF NURSING**

For those who have already completed the renewal survey, we thank you for your participation. For more information, visit: [www.al-hac.org](http://www.al-hac.org)



# Looking Ahead...

- Three AL-HAC members continue serving on the Alabama Health Care Improvement Taskforce appointed by the Governor
- Continue to advocate for a Comprehensive Alabama Health Workforce Data Repository
- AL-HAC will perform analysis on 2015 LPN and 2016 RN license renewal data and updated workforce snapshots for distribution





# Take Home Points

- AL-HAC is a voluntary, state-wide, collaboration with the dedication to meet the challenges facing an unhealthy and diverse Alabama
- AL-HAC was established in 2012 to implement IOM Future of Nursing report and its recommendations
- AL-HAC has 4 focus areas:
  - Advancing Nursing Education
  - Promoting Diversity
  - Fostering a Culture of Health
  - Improving Health Workforce Data





# Thank You and Questions



[www.al-hac.org](http://www.al-hac.org)

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