The Future of Nursing and Healthcare

Where are We Now and Where Do We Need to Go
2019 State of the Art of Nursing Conference
Omaha, Nebraska
What got you here won’t get you there.

Marshall Goldsmith
Topics

• Our future challenges in nursing

• New trends in healthcare – impact on nursing

• Future nursing competencies

• Thinking like a Futurist
What do You See As the Top Challenges for Nursing in the Future?

• Write what you think the top challenge is on the card.
• Find a partner – switch cards and rate their challenge from your perspective on a scale of 1 (low priority) to 5 (high priority challenge)
• Three rounds – last person adds the scores
• Highest Possible Score = 15
Top Challenges from the Audience
CNO Survey – 7 Challenges for Nursing in the Future

1. Loss of nurses to retirement and expanding employment options
2. Nurse recruitment and retention
3. Nurse disengagement
4. Turnover in the C-Suite
5. Declining reimbursements
6. Rising labor costs for contract staff
7. Turnover of nurse leaders

Catalyst Learning 2018
http://www.catalystlearning.com/articles/Top7ConcernsOfCNOs.pdf
Turnover is on the Rise

- Total hospital turnover - 18.2% - 2% higher than 2016.
- Bedside nursing turnover – 16.8% - 2.2% change from 2016.
- Average cost of RN turnover = $49,500
- Highest turnover is in the first three years of practice.
- Average RN Vacancy rate = 8.2%
- ER Highest Rate of RN Turnover at 20.2%
- Nurse Engagement today is disappointingly low – in the low thirty percentile (Gallup 2016, Advisory Board).

- NSI – 2018 National Health Care Retention and RN Staffing Report
Number of employed RNs by age group, 2000-2017

Data from Advisory Board, 2018

1) Data approximated.
2) From 2000 to 2017.

A different-in-kind shortage

The “experience-complexity gap”

Data from Advisory Board, 2018
Nebraska Nursing

• About half of all Nebraska nurses will retire in the next 10 years.
• By 2020, Nebraska will have a shortage of nearly 4,000 RNs.
• Of Nebraska's 93 counties, 73 have a lower than national average ratio of registered nurses to patients, and more than one-third of Nebraska's counties have no nurse practitioners.
• Nine counties in Nebraska have no registered nurses.
• Four counties have just one registered nurse.

Nebraska Center for Nursing
what's TRENDED?
Consumerism

Technology

Focus on Value

Demographic Changes

Personalized Health
Dramatic Changes in Healthcare Ahead

Healthcare is a 3.2 Trillion Dollar Industry
Consumers are Driving Change

Everything is the Patient Experience
The Future Could Look Different
Artificial Intelligence

- Will require we think differently about our work – what can be machine learned?

- Will first impact jobs that are either manual or cognitive but predictable.

- Could be invaluable in decision support.
Robotics

• Could change the work of nurses.

• Will be part of care delivery in most organizations in the next decade.
Blockchain

Decentralized Ledger
Creator

University of Texas Medical Branch and MakerNurse Provide 3D Printers, Laser Cutters and More to Help Clinicians Improve Patient Care
Strategic Thinker

- Anticipate
- Think Critically
- Learn
- Align
- Decide
- Interpret

Making Waves
Innovator and Boundary Spanner
Futurist

THINK LIKE A futurist
Know What Changes, What Doesn’t, and What’s Next
CECILY SOMMERS
Futurists warn that the trends that we see today are not necessarily the future but rather represent the present. They are already visible, not emerging and represent only one aspect of strategic foresight. We must constantly scan our environment for signs of change.
STEPP Framework

- Social Trends
  - Demographics
  - Communication
  - Consumer Behaviors

- Technology Trends
  - Outside Your Industry

- Economic Trends
  - Job Availability
  - Alternative Payment Systems
  - Trade Issues
  - Taxes/Loan Debt

- Environmental Trends
  - Climate Change
  - Built Spaces
  - Shift to cities

- Political Drivers
  - Collectivism versus Individualism
  - Government Regulations
  - Ideology
Watch the Signposts

- Never stop learning – you have never “arrived”
- Read broadly – the news, politics, business and demographics
- What are experts saying?
- How might this impact my unit, department and my professional work?
- What are the opportunities here for my organization?
Your Questions and Comments are Important
Contact Information

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