



FutureThink News

A publication of the FutureThink Institute and the Ohio Hospital Association • www.futurethink.org • www.ohanet.org

December 6, 2006

Demonstrating Clinical and Financial Accountability Directly to Ohioans

Effective Nov 13., Ohio hospitals must post on their Web sites a price information list, which should include charges for various services such as emergency room, operating room, labor and delivery, and physical, occupational and pulmonary therapies. The requirement was included in House Bill 197, Ohio's recently-enacted hospital transparency legislation. To help hospitals comply, OHA developed a sample price information list template available online along with an instruction sheet at www.ohanet.org/advocacy/state/issues/public_disclosure.htm. The transparency inherent in sharing clinical and financial data moves Ohio closer to a preferred future where Ohioans have access to data about their choices for health care, and providers are directly accountable to Ohioans for giving them the information they need to make decisions. Accountability has been a hallmark objective of the FutureThink initiative.

For more information about sharing price information or HB 197, please contact Charles Cataline at charlesc@ohanet.org or Jeff Klingler at jeffk@ohanet.org.

Nurse Education Grant Program

The Nurse Education Grant Program (NEGP) was established by Sub. HB 95 in 2004 and required the Ohio Board of Nursing (OBN) to create and administer grants to nurse education programs that have partnerships with health care facilities, community health agencies or other education programs to establish or support partnerships to increase the enrollment capacity of nurse education programs. Accumulation of funding for the grant program began in June 2004 and will continue through December 2013. During this period, \$10 of each nurse license renewal fee will be deposited in the NEGP fund for the purpose of awarding grants and administering the program. Each grant cycle is two years and the maximum award is \$200,000 per grant.

The board awarded initial grants totaling \$1,442,934.11 to eight educational programs in July 2005. A list of NEGP grant recipients and their partners is at http://www.ohanet.org/workforce%5Fcopy%281%29/educators/attachments/grant_partners.pdf

Hospital Leaders Creating Core Curriculum for Health Care Education

On Oct. 23, representatives from health care organizations came together to serve on a business and industry panel for developing career field standards. Outcomes from the meeting will take Ohio educational leaders closer to the development of a core curriculum for health professional education programs that integrate students into practice. Consistent with the FutureThink vision, such a core curriculum will reduce redundancy in a health professional's educational pathway and create a solid base for professionals to build an education with the ability to flex and grow as the health care delivery system changes.

The panel was an outgrowth of 2005 legislation requiring the Board of Regents and the Ohio Department of Education to develop career pathways incorporating a series of academic and technical career-focused course work and other learning experiences that lead to a career specialty and employment in a career field. Health care is one of 16 career fields for which these standards will be developed.

Those participating in the discussion from Ohio's hospitals include:

Aris Beoglos, Akron Children's Hospital

Elizabeth Curtis, Ohio State University Medical Center
Bonnie Phillips, St. Charles Mercy Hospital
Chris Hunt, Samaritan Regional Health Systems
Vivian Leggett, Aultman Hospital
Art McCreary, Akron General Hospital
Mary Miller, Ohio State University Hospitals
Regina Stefanik, Columbus Children's Hospital
Pamela Wagner, Aultman Hospital
Denise Martz, St. Rita's Hospital
Marcella Klein, Blanchard Valley Health Association
Linda Wagner, OhioHealth
Jean Scholz, Ohio Hospital Association

Aging Baby Boomer Population Will Impact Health Care Industry

The changing face of the aging baby boomer population will impact the health care industry in many ways. The state will see a flood of retirements among Ohio Registered Nurses and an increased need for health care. The baby boomer will also be a customer who will demand quality, selection and convenience. Employees, the baby boomer will want jobs that are rewarding and fulfilling. And as caregivers, the boomer will not only be responsible for their children, but their aging parents. Employers will need to recognize the impact and offer flex schedules, telecommuting and provide caregiver support groups. So as the media makes a big deal on the challenges the aging population, the boomers can be proactive.

British Workforce Pilot on Trial in U.S.

The Maryland Hospital Association (MHA) has undertaken a British workforce pilot with the American Hospital Association (AHA). The project evolved from the British "changing workforce roles" program, which systematically looked at the changing roles of health care workers in the British health care delivery system. AHA invited MHA to review the model and participate in a pilot involving nine hospitals. Each hospital identified a particular service delivery problem and any barriers to resolution, especially workers roles. The program has a toolkit to facilitate the problem identification process with exercises, worksheets, and suggestions on how to identify goals, strategies and measure outcomes. AHA leased the British toolkit and is adapting it for American standards. Multidisciplinary teams were formed to develop new ways to approach the identified problems--a major contribution to the program's success. Some of the successes include:

- ✚ Reducing time from the emergency department to an inpatient bed from >400 minutes to <30 minutes.
 - ✚ Limiting hours on ER diversion, thereby increasing patients treated.
 - ✚ Improving throughput from emergency department.
 - ✚ Increasing capacity for surgical cases resulting in major increases in revenue.
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Fast-Track Nursing Programs Increase

A growing number of schools and hospitals are establishing fast-track programs that enable students with bachelor's degrees in other fields to become RNs in approximately one year, according to an article in *Newsweek*. These accelerated programs have grown from 40 programs in 1991 to currently more than 200 programs. Some students in these programs are recent graduates, while others are looking for career changes. And many of them have already compiled a fair amount of the prerequisites of traditional nursing schools. Although the fast-track option meets a need and is providing one option to boost the nurse pipeline, critics worry that these programs cut too many corners. But the fast-trackers get the same amount of clinical practice and classroom time as traditional nursing students. Regardless of how a nurse enters the profession, new nurses need to meet state training standards. (AONE News)

Most Emergency Nurses Satisfied with Jobs

Sixty-four percent of emergency nurses are very or extremely satisfied with their jobs, despite a high incidence of workplace violence, according to a survey conducted by the Emergency Nurses Association

(ENA). The study of 1,000 ENA members evaluated emergency nurses' perceptions of their profession and was released as part of Emergency Nurses Week, Oct. 8-14. The study reported that 86 percent of respondents had been the victim of workplace violence in the past three years, with nearly 20 percent reporting that they experienced workplace violence often. In addition, more than 40 percent of survey respondents reported their workplace was somewhat safe or not safe at all. Despite these findings, 75 percent of respondents expect to be in the nursing industry 10 years from now. Many indicated they could not imagine doing anything else. The top reasons for their job satisfaction included patient interaction, camaraderie with fellow nurses and their impact on pediatric patients and their families. (AONE News)

Survey Finds Most Nurse Leaders Will Retire by 2020

The Bernard Hodes Group released a survey reporting that in just four years the number of nurse leaders retiring will begin to escalate, with 75 percent of current nurse leaders planning to retire by 2020. In addition, the respondents believe that slightly more than half of their nursing employees will be retiring by 2020. The survey of 980 nurse leaders from every state and Canada found that by 2010 approximately 20 percent of the nurse leaders and 35 percent nursing employees will have retired, with substantially few nurse leaders and nursing employees available as replacement workers. The survey was conducted to provide an overview of programs and strategies currently used by a small percentage of health care organizations to retain their aging workforces. While nurses are retiring at a rapid rate, only a few of the health care organizations have implemented the following solutions to assist in the recruitment and retention of nurses--implementation of lift teams, redesigned roles of mature nurses and formal succession planning. (AONE News)

Health Care Struggling to Attract, Retain Workers

U.S. health care organizations are not making significant progress in the war for talent and are finding it especially difficult to hold on to registered nurses and other critical-skill workers, according to a survey by Watson Wyatt Worldwide and the American Society for Healthcare Human Resources Administration. More than two-thirds of the 110 health care providers surveyed reported having difficulty retaining critical-skill workers to a moderate or great extent. Across industries overall, 43 percent of companies have similar retention problems. Retaining registered nurses is the most difficult staffing challenge facing health care providers, with 84 percent listing it among their top three staffing challenges, followed by pharmacists and rehab therapists. According to the survey, health care organizations are implementing various initiatives to address the staffing situation.

Nurses Seek Evidence-Based Care Data Online

Sixty-five percent of nurses use the Internet often to access information on evidence-based care, including accessing the latest treatment guidelines and research, according to a recent study that appeared in *Health Data Management*. The study, conducted by Sigma Theta Tau International, an honor society for nursing, reported that an additional 20 percent of respondents occasionally use the Internet to access evidence-based data. The survey found that 66 percent of responding nurses cited a lack of time as the primary challenge to finding and using evidence-based research.

The FutureThink Institute is an initiative of the Ohio Hospital Association, working toward creating long-term solutions for Ohio's health care system. The FutureThink Institute takes a multidimensional approach to designing better ways to deliver care and changing the demand for health care professionals in order to achieve better results for our communities. Learn more about the FutureThink Institute, and view the FutureThink News archives at www.futurethink.org.

Editor's note: Please share news or comments with Jean Scholz, jeans@ohanet.org, or call 614.221.7614. To be removed from this mailing list, please reply to this e-mail with "Unsubscribe" in the subject line.