

THE VENTURA NURSING LEGACY PROJECT:

WORKING TOGETHER TO SOLVE
OUR COUNTY'S NURSING CRISIS



Ventura County
Community Foundation



PARTNERS INVESTING IN NURSING'S

future





“A shortage of nurses endangers quality of care and places patients at risk for increased illness and death. A long-term shortage could undermine the American health care system ...”

The Robert Wood Johnson Foundation



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The Challenge in California



There is a critical shortage of nurses in California:

- We graduate only 70% of the nurses we need
- Our hospitals have a shortage of nearly 15,000 nurses
- More than 40% of nursing school applicants are turned away because of lack of space
- Almost half of our nurses are age 50 and older
- There is a mismatch between the state's demographics and the nursing workforce: Latinos will soon be a majority in California but make up only 4% of the state's registered nurses

The Challenge in Ventura County



The crisis is more severe in Ventura County:

- There are 430 nurses for every 100,000 residents in Ventura County, less than two-thirds the state average
- Our nurse-to-patient ratio resulted in us receiving in an “F” grade from the California Institute for Nursing and Health Care
- Our local colleges graduate only 175 nursing students per year, more than 600 qualified students per year are put on waiting lists
- Rapid population growth and changing demographics require more nurses with specialty skills
- Many local nurses are recruited to Los Angeles County

Why It Matters



Research shows that low nursing levels lead to:

- Increased medical errors
- Longer hospital stays
- More hospital-acquired infections
- Higher rates of patient mortality
- Increased healthcare costs
- Decreased patient satisfaction

Why It Matters



It would not be possible to praise nurses too highly.

Steven Ambrose

Nurses are our advocates, our caregivers, our first line of defense whenever we face a health crisis.

Their skill, compassion and understanding of our medical needs are essential to quality healthcare for all of us.



Finding Solutions



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Finding Solutions



Local challenges require local solutions.

**The Ventura Nursing Legacy Project
is a first step in developing our local strategies.**

**Working in partnership with a diverse group of nursing
experts, healthcare workers, educational institutions and
key stakeholders, and with broad community input.**

Who We Are



- A collaboration between the Ventura County Community Foundation and California State University Channel Islands
- Funded through the *Partners Investing in Nursing's Future* program, a joint initiative of the Robert Wood Johnson Foundation and the Northwest Health Foundation
- Working in partnership with a diverse group of nursing experts, healthcare workers, educational institutions and key stakeholders with broad community input



Project Goals



Work with a diverse group of stakeholders to:

- Identify the priority nursing issues in Ventura County
- Develop consensus around a common set of strategies to deal with the County's present and future nursing shortage
- Educate stakeholders about the crisis and identify their roles in developing solutions

Key Stakeholders



- Funders
- Educators
- Policymakers
- Employers
- Community leaders
- Providers
- Insurers
- Healthcare professionals
- Students
- The citizens of Ventura County



Identifying the Issues



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Step One: Identifying the Issues



VNLP established the Partners Investing in Nursing Committee:

- 24 nurse leaders from all six area hospitals, three community colleges, UC, Cal State, the Hospital Association of Southern California, county agencies and home health agencies
- The goal: to analyze the situation in Ventura County and identify priority issues that must be addressed
- Develop a Consensus report on Ventura County Priority Nursing Issues
- Release the report to stakeholders and the community in a Ventura County Nursing Summit
- Engage the community in prioritizing issues and developing solutions at two working symposia

The Issues



The committee identified fourteen key issues in three broad categories:

- Barriers to supply
- The working environment
- Workforce practice and skill issues



The Issues



From the Summit and two Symposia, six major priorities were determined, around with PIN Committee members and community stakeholders believed there to be appropriate and effective strategies that could be implemented locally that would help solve the crisis.

Priority Issues



The strategies address six priority issues:

1. Insufficient capacity in the education system to meet current demand
2. Shortage of qualified faculty
3. Difficult burdens placed on nursing students
4. Unrealistic demands placed on nurses new to the workplace
5. Lack of mentoring and training for nurse managers
6. Lack of diversity, cultural competency and cross-communication skills



Strategies for Success



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Strategies for Success



The Partners Investing in Nursing Committee worked with key stakeholders to develop strategies that would lead to long-term sustainable solutions focused on the six priority issues.

Goal #1: Increase Educational Capacity



Strategies:

- Expand system capacity through public/private partnerships that can provide dedicated dollars to nursing programs
- Enhance academic preparation in science and math to enhance the applicant pipeline
- Increase funding for scholarships and forgivable loans to encourage more students to enter the profession

Goal #2: Increase Recruitment and Retention of Qualified Faculty



Strategies:

- Create doctoral pathways and funding for tuition support for prospective faculty in bachelor and graduate programs
- Increase starting salaries for faculty members
- Establish joint faculty appointments with service institutions

Goal #3: Help Nursing Students Succeed and Graduate



Strategies:

- Provide more scholarships and loans for nursing students
- Develop school-to-career mentorship programs to help students succeed and graduate



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Goal #4: Keep Novice Nurses in the Workforce



Strategies:

- Prepare students for the workplace by creating collaborative rotation programs that will increase training options in clinical settings
- Establish paid, first-year orientation to minimize staff turnover

Goal #5: Provide Training and Support for Nurse Managers



Strategies:

- Build time into the schedule of senior managers for mentoring of new nurse managers
- Develop leadership training programs
- Reform governance structures to ensure nurses have a voice in institutional management

Goal #6: Remove Barriers to Diversity



Strategies:

- Recruit and graduate more students who are bilingual and bicultural
- Develop and institute language training and cultural competency programs in the workplace
- Build linkages to translators in the community and educate staff on the role of translators in effective patient care



How You Can Help

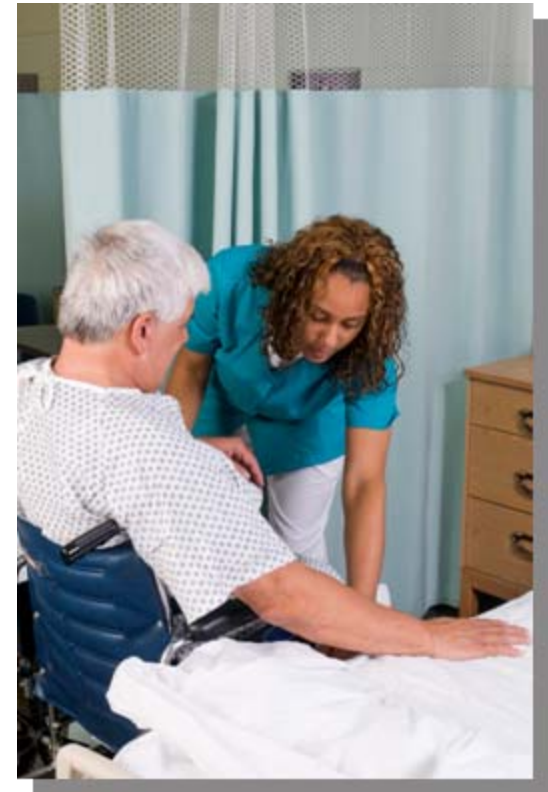


Everyone in Ventura County can and must play a role in addressing this serious public health crisis.

How You Can Help: Some Ideas to Consider



- Funders: increase your support of local nursing programs and early academic preparation in math and science
- Healthcare providers: collaborate with local universities to create joint programs that will provide much-needed faculty members
- Policymakers: Raise awareness about the nursing shortage and work to dedicate additional public funds to local solutions
- Educators: work with local schools to improve math and science programs and increase student performance/retention in the sciences
- Doctors and Nurses: Mentor young nurses and spend time with nursing students





**Dialogue is the first step.
We want to hear from you to discuss what you or
your organization can do.**

Contact us at (805) 988-0196 or
Via email at nursing@vccf.org



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