

IOM Future of Nursing Report and Nursing

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Course

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The institute of medicine is a non-governmental organization aimed at improving healthcare by providing evidence based practices. Besides, the organization gives unbiased advice to the decision and policy makers. Also, the organization provides essential information to the public that is essential in enhancing public health. In the year 2008, Robert Wood Johnson Foundation (RWJF) and the institute of medicine formed a committee to address the issue of the evolution of nursing. This paper will evaluate the contributions of Robert Wood Johnson Foundation to the healthcare reforms. Besides, the paper will review the key messages of the IOM report and the function of state-based action coalitions. The barriers to achievement and ways of overcoming them will also be discussed.

The Robert Wood Johnson Foundation

Robert Wood Johnson Foundation is probably one of the largest organizations that have audibly spelled itself in matters of involving health; in collaboration with the institute of medicine, the Robert Wood Johnson Foundation designed a committee that was to make recommendation aimed at improving the nursing profession and future healthcare (RWJF, n.d.). Both the institute of medicine and Robert Wood Johnson Foundation recognized that nurses are the most essential stakeholders that play the largest part in enhancing health. The committee acknowledged that besides collaborating the various stakeholders both at the federal and state level to promote quality care, there was need to involve nurses because they were part of the large majority of healthcare personnel who can equally initiate changes to improve health. The committee designed specific recommendations that defined best practices that would change the nursing profession to meet the changing dynamics in healthcare. The committee lasted for two

years and gave rise to the IoM report. The recommendations in the report aimed at disease prevention, promoting quality of care, and improving the general health of the people.

Key Messages in the IOM Report

In a bid to change the healthcare system to achieve wellness and the general health promotion, the committee arrived at some recommendations that guide the healthcare system in attaining the expected improvements in healthcare. The recommendation of the committee and the necessity to change the healthcare system has been articulated in the four key messages of the IOM. The four key messages in the IOM report have been used even in the current healthcare fraternity to determine evidence based practices aimed at not only enhancing the safety of patients, but also improving working conditions among nurses.

The first key message in the IOM report is based on nurses' training and education (Rollins, 2016). The report findings gave recommendations that nurses should practice to full capacity of their training and education. The recommendation on training and education emphasized the need for nurses to fully practice and exploit their abilities based on their education. To allow nurses practice to the extent of their training and education was a means of inculcating and developing nurse leaders. One of the reputable examples reflecting nurses working to the full abilities of their training is the scenario where an advanced registered practice nurse has been allowed to diagnose and prescribe medicines under the supervision of a medical physician. Due to the recognition of the role of the advanced practice nurse, more emphasis has been made to promote higher education increasing the level of recognition among nurses as leaders in healthcare.

The second message emphasizes on the need for nurses to attain higher levels of education through the use of highly improved education system that promotes quality academic

progression (Rollins, 2016). The basis for this key message is that better and quality education programs are a great source of knowledge which is essential in molding nurse leaders. Since the rollout of the IOM report, the number of registered nurses enrolling for bachelor programs significantly increased. A strong educational foundation is essential in molding powerful and substantial nurse leaders hence, the IOM report recommends that nursing school should offer nursing students appropriate tools to enhance safe and quality care.

The third key message from the report recommends that there should be a healthy collaboration between nurses and other healthcare professionals including physicians for effective implementation of the healthcare reforms (Wakefield et al., 2021). According to the committee, there are improved outcomes when nurses work with other multidisciplinary groups within healthcare. Nurses form the main group in healthcare that spend more time with patients hence they can be the driving force behind several healthcare reforms aimed at improving the healthcare system.

The fourth key message recommends that workplace planning and data collection are essential in improving the structure of healthcare systems (Wakefield et al., 2021). According to the committee, to implement changes in healthcare, there should be sufficient data so that evidence-based practices can be implemented within the healthcare system; the evolution of nursing necessitated the availability of sufficient data which is reliable.

Role of State-based Action Coalitions

In a bid to enhance change, there are actions that were to be taken at the two level of government, the state and federal government changes that would transform the whole healthcare system. The campaign for action developed state coalitions to enforce the recommendations by the IOM report that was aimed at promoting radical changes in the healthcare system and hence

improve the system. The state coalitions encompassed 51 states including the District of Columbia whose main agenda was to create a network with local stakeholders so as to enhance change right from the local setting before inclining the change to federal levels (Altman et al., 2016). The state coalitions had similar objectives and each state had its initiatives aimed at meeting the goals.

The major areas targeted by the campaign for action including removing barriers to care and practice, promoting diversity, improving education system and leadership, enhancing workforce data and also fostering multidisciplinary collaboration; the actions fostered the achievement of the IOM objectives at the state and federal levels.

State Action Coalitions Initiative in Advancing the Nursing Profession

In the case of Michigan, the first action coalition initiative was to promote close corporation and coordination between nursing leaders and non-nursing leaders to advance the nursing profession because the two professions have similar objectives of transforming healthcare and enhancing quality of care. The Michigan state action has enhanced public health by fostering a strong nursing culture. Also, Michigan has developed an initiative, the development of the nursing carrier guide that provides educational resource guides that enhances educational progress, interdisciplinary corporation and carrier planning (Michigan Nursing Action Coalition, n.d.).

Barriers to Advancement

Embracing change is difficult and technical endeavor faced with a lot of barriers. The implementation of the recommendations in the IOM report is faced with inevitable barriers and hence, all states must always device ways of overcoming the barriers. The major barrier

preventing effective implementation of the recommendations by the Michigan state are the challenges in enhancing Inter-professional Corporation.

The major barrier is an increase in demand for nurses than the system can produce. The high older profession heading retirement has significantly affected the nursing profession by creating an unprecedented nurse shortage. The nurse shortage has adverse effects to effective implementation of the recommendations (Sullivan, 2018). One approach however to counter the challenge of nurse shortage is paying more attention to the nursing schools to put in place incentives that will help achieve a higher enrollment of more nurses such as subsidized fees.

Another barrier is the level of education among some nurses which may hinder some of the nurses from taking up some of the responsibilities that will promote Smooth Corporation with other interdisciplinary groups. To overcome the barrier, the education system must be expounded to prepare student nurses for more roles in their future practice (Altman et al., 2016).

References

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