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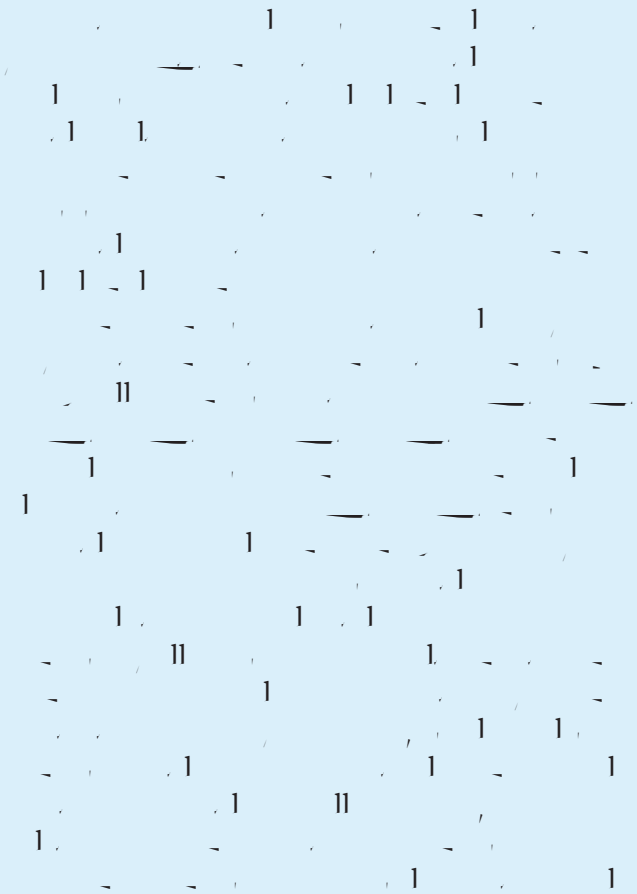

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Enough Nurses with the Right Skills

Conclusion

Recommendations

Increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

Academic nurse leaders across all schools of nursing should work together to increase the proportion of nurses with a baccalaureate degree from 50 to 80 percent by 2020. These leaders should partner with education accrediting bodies, private and public funders, and employers to ensure funding, monitor progress, and increase the diversity of students to create a workforce prepared to meet the demands of diverse populations across the lifespan.

- C W2T^ \ \ X b b X ^^]] 2 ^ [[T V X P d T b X]1\S d R P c X ^] working in collaboration with the National League for Nursing Accrediting Commission, should require all nursing schools to offer defined academic pathways, beyond articulation agreements, that promote seamless access for nurses to higher levels of education.
- 7 T P [R W a^Ta V P] X i P c X W]^bd [TS R ^ d a P]dTa b T b with associate's and diploma degrees to enter baccalaureate nursing programs within 5 years of graduation by offering tuition reimbursement, creating a culture that fosters continuing education, and providing a salary differential and promotion.
- ? a X e P]cST_ d Q [XUR] S T b W ^ d [RS^ [[P Q ^ a P]cST when possible pool funds, to expand baccalaureate programs to enroll more students by offering schol-

Double the number of nurses with a doctorate by 2020.

Schools of nursing, with support from private and public funders, academic administrators and university trustees, and accrediting bodies, should double the number of nurses with a doctorate by 2020 to add to the cadre of nurse faculty and researchers, with attention to increasing diversity.

- C W2T^ \\ X b b X ^]] 2 ^ [[T V X P d T b X]1\S d R P c X ^] and the National League for Nursing Accrediting Commission should monitor the progress of each accredited nursing school to ensure that at least 10 percent of all baccalaureate graduates matriculate into a master's or doctoral program within 5 years of graduation.
- ? a X e P]cS T _ d Q [X U R d] S T a X b] R [d S X c]W T 7 T P [c W Resources and Services Administration and the Department of Labor, should expand funding for programs offering accelerated graduate degrees for nurses to increase the production of master's and doctoral nurse graduates and to increase the diversity of nurse faculty and researchers.
- 0 R P S T \ X P S \ X] X b c a P P ^ S b d] X e T a b X a b c ees should create salary and benefit packages that are market competitive to recruit and retain highly qualified academic and clinical nurse faculty.

Ensure that nurses engage in lifelong learning.

Accrediting bodies, schools of nursing, health R P a ^ T a V P] X i P c X P ^] S b R ^] c X] d X R] ^ \ _ T c T] R h educators from multiple health professions should collaborate to ensure that nurses and nursing students and faculty continue their education and engage in lifelong learning to gain the competencies needed to provide care for diverse populations across the lifespan.

- 5 P R d [b W ^ d [S P a c] T X c W W T P [R W a ^ T a V P] X i P c X ^] b ^ S T e T [^ P] S _ a X ^ a X R c ^ X i _ T T c T] R X ^ T b

Implement nurse residency programs.

State boards of nursing, accrediting bodies, the U T S T a P [V ^ e T a] \ T] c P] S W T P [c W R P a T ^ a V P] tions should support nurses' completion of a transition-to-practice program (nurse residency) after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas.

The following actions should be taken to implement and support nurse residency programs:

- State boards of nursing, in collaboration with accrediting bodies such as the Joint Commission and the Community Health Accreditation Program, should support nurses' completion of a residency program after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas.
- C W B T R a T c ^ P U a T P [d P W S 7 d \ P] B T a e X R W b d [S redirect all graduate medical education funding from diploma nursing programs to support the implementation of nurse residency programs in rural and critical access areas.
- 7 T P [R c W a ^ T a V P] X i P c X W] T P [c W b ^ d a P T S Services Administration and Centers for Medicare P] S < T S X R B X T a e X P T S _ W X [P] c W ^ a ^ V P X i P tions should fund the development and implementation of nurse residency programs across all practice settings.
- 7 T P [R c W a ^ T a V P] X i P c X W] P b U] d a b a T T b X S T] R h programs and foundations should evaluate the effectiveness of the residency programs in improving the retention of nurses, expanding competencies, and improving patient outcomes.

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