

Increasing Nursing Workforce Diversity

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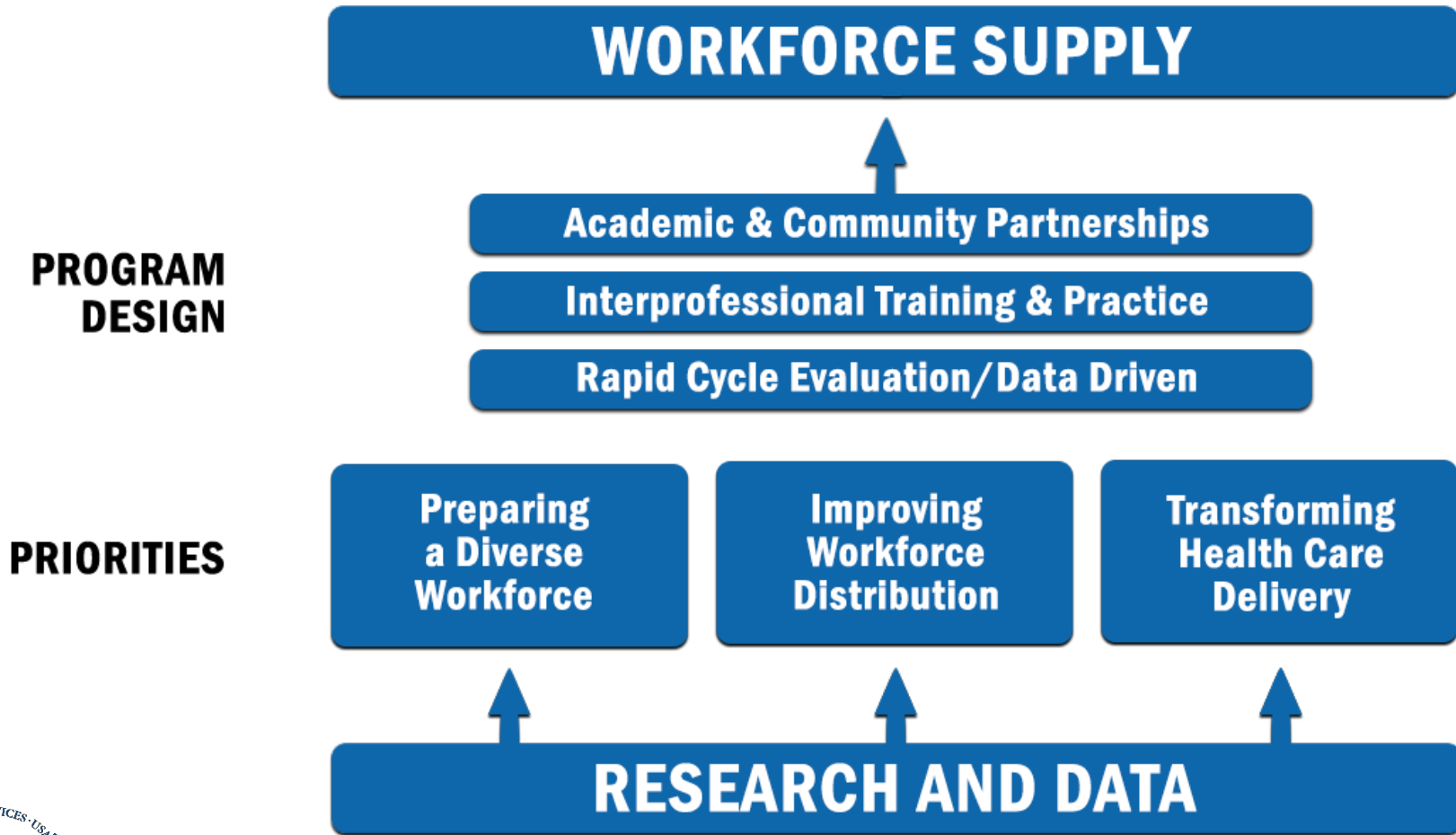


HRSA Mission & Strategic Goals

Improving health and health equity through access to quality services, a skilled health workforce and innovative programs.



Bureau of Health Workforce



BHW Nursing

- Builds a diverse nursing workforce responsive to population needs.
- Supports programs that improve nursing education, practice, retention, diversity, and faculty development; and behavioral and public health education and practice.
- Offers underserved communities new and more efficient models of care.



In FY 2015, BHW supported nursing programs through \$268 million in funding.

Preparing a Diverse Workforce

Diverse Workforce - Improved Quality of Care

Greater diversity among health professionals is associated with improved quality of care for underserved populations, including racial and ethnic minorities and those from disadvantaged backgrounds.



47% of trainees in BHW programs are minorities and/or come from disadvantaged backgrounds.

Social Determinants of Health

- Conditions in which people are born, grow, live, work, and age, including the health system
- Circumstances shaped by distribution of money, power, and resources at the global, national, and local levels, influenced by policy choices (systems, structural level)
- Mostly responsible for **health inequities**—the unfair and avoidable differences in health status seen within and between countries (WHO, 2015)

Social Determinants and Education

Social Determinants and structural inequalities impact student's ability to be admitted, enrolled, progress and graduate from health professions schools including Schools of Nursing



Social Determinants of Education

Research-Based Factors	NWD Trainee Factors
<ul style="list-style-type: none"> • Change in intellectual environment 	<ul style="list-style-type: none"> • Student need to work/only income for family
<ul style="list-style-type: none"> • Single parenthood 	<ul style="list-style-type: none"> • English as a Second Language
<ul style="list-style-type: none"> • Irregular and or inadequate parental work schedules 	<ul style="list-style-type: none"> • Access to education and resources
<ul style="list-style-type: none"> • Exposures to environmental lead 	<ul style="list-style-type: none"> • Social/psychological factors
<ul style="list-style-type: none"> • Parent unemployment 	<ul style="list-style-type: none"> • Economic factors
<ul style="list-style-type: none"> • Housing instability 	<ul style="list-style-type: none"> • Lack of support/first generation
<ul style="list-style-type: none"> • Stress, Malnutrition, and health problems 	<ul style="list-style-type: none"> • Lack of preparation for rigor of college courses (math, science)



Transformation from Health Disparities to Health Equity Model



Nursing Workforce

is the supply and distribution of well-prepared nursing professionals to ensure access to high-quality, safe, and efficient care.

Nursing Workforce Diversity (NWD)

Since 2013 NWD has integrated the Social Determinants of Health framework into its funding opportunities

- 57 grant awards
- \$57.1 million

Grantees are to address:

- Institutional, social, and structural barriers
- Social, cultural, environmental, and economic barriers to student educational success
- Use the social determinants to aid in the selection of evidence-based approaches



Evidence-Based Approaches

- Academic and Peer Support
- Mentoring
- Institutional and Community Partnerships
- Student Financial support
- Holistic Review and Admissions*

NWD Results

Academic Year 2014-2015

- 50 Grantees , 4,444 trainees
- 99% of trainees were from underrepresented racial and ethnic minority groups
- 77% of trainees were from disadvantaged backgrounds
- 999 graduates or program completers



Connect With Us

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