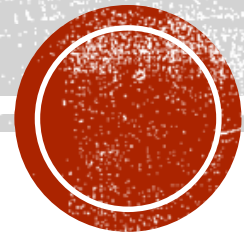




# RAISING STANDARDS: EDUCATION

Union Proposal 1



# EDUCATION & PATIENT SAFETY

- 2014 study published in The Lancet— Research shows that hospitals with a more educated nursing workforce have lower mortality rates and better patient outcomes
- Research shows a 10% increase in the proportion of nurses holding a bachelor's degree was associated with a 5% decrease in both the likelihood of patients dying within 30 days of admission and the odds of failure to rescue (*Educational Levels of Hospital Nurses and Surgical Patient Mortality*, JAMA, 2003)



# 80% BY 2020



**To:** Fairview, HealthEast, and University of Minnesota Health nurses

**From:** Laura Reed, RN, DNP, Chief Nursing Executive and Chief Operating Officer, and Deb Hurd, Vice President of Nursing Practice and Clinical Education

**Subject:** Please help us recognize your education achievements

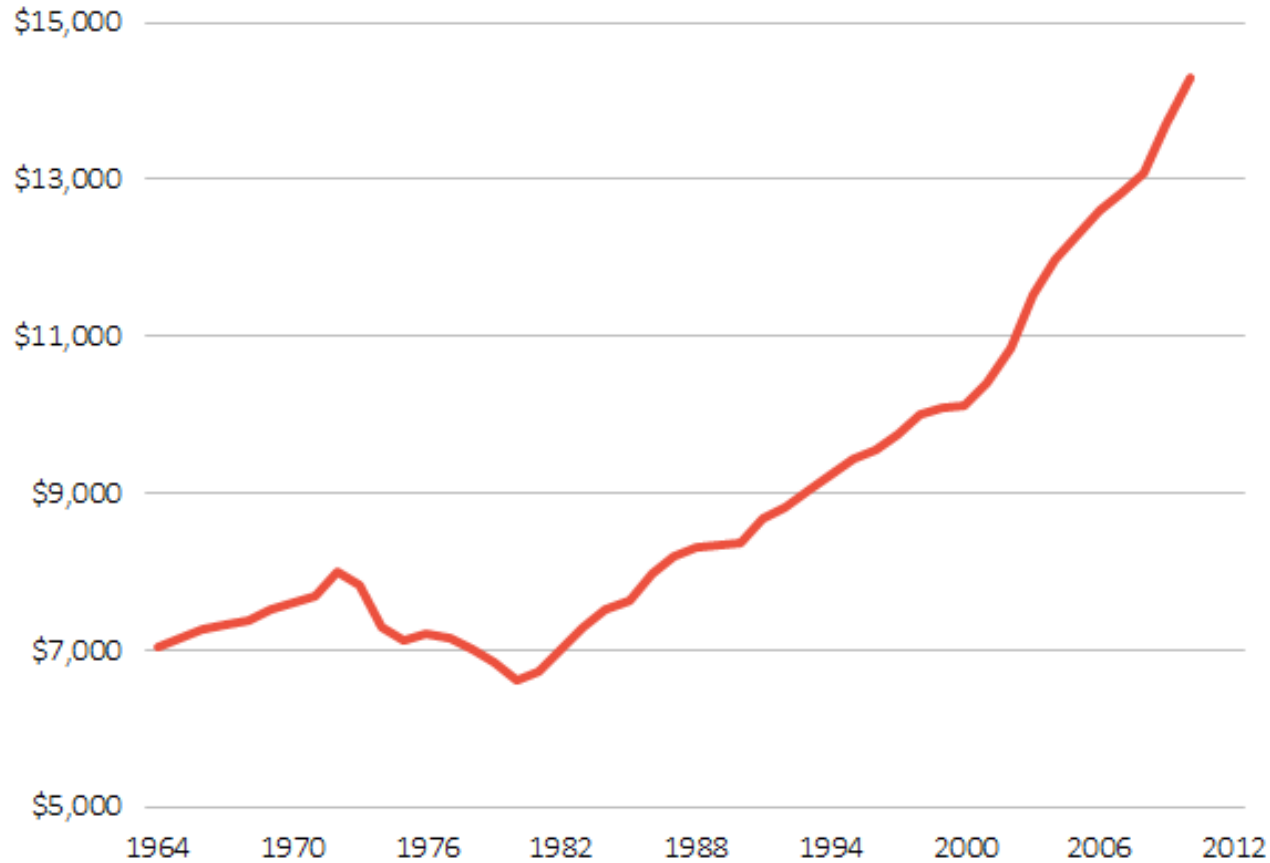
**Date:** Oct. 9

“ We have a big goal -- we would like 80% of our registered nurses to hold a Bachelor of Science in Nursing, Bachelor of Arts in Nursing, or higher degree by 2020. Nationally, we know that nurses with baccalaureate degrees have better clinical outcomes. ”



## The cost of public higher education has doubled in a generation

Total average undergraduate tuition, fees, room and board for 4-year institutions (2012 dollars)



Source: U.S. Department of Education, NCES



# ADDED EXPENSE

- Mounting pressure to obtain their BSN
- Nurses financing more education without additional reimbursement
- Tuition costs are continuing to rise



# OTHER OPPORTUNITIES



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“ We encourage all nurses to pursue ongoing education -- from seminars and certifications to bachelor's degrees and beyond. Pursuing education can be daunting on top of work and home life, and we are prepared to help you. ”



# MORE RESOURCES = SAFER PATIENT CARE

In order to overcome rising costs and encourage more nurses to pursue their professional interest and education, we are proposing:

- Increasing total tuition dollars
- Allowing nurses to apply those tuition dollars to student loan payments
- Maximizing education dollars by separating out tuition and workshop dollars



Result in more nurses seeking advanced education and safer patient care



# MANDATORY EDUCATION

- “Mandatory Annual Education contains the information our accrediting agencies identify as needing to be reviewing annually by all employees.” – Fairview Health Services
- “We review this information not merely as a requirement, but also to help create a culture of patient and employee safety.”- Fairview Health Services
- Most recent mandatory education took nurses two hours to complete
  - Fairview nurses submitted nearly 100 concern for safe staffing reports during that same time





Nurses are expected to complete necessary education while they are being pulled in different directions



If mandatory education is a priority, nurses need the opportunity to complete mandatory educations without distraction



Promote retention of the information and timely completion by scheduling nurses for all mandatory education

# MAKING EDUCATION MANAGEABLE







Certain certifications and recertifications require time in preparation



Certifications and recertifications are necessary for safe patient care



Fairview policy currently provides a minimal amount of paid study time



Nurses know it requires more time, so MNA is proposing more realistic compensation for hours spent studying

# PAID STUDY TIME



- Benefit for nurses, but also benefit for Fairview and benefit for patients
- Fairview can foster a culture of learning and growth
- Attract and retain nurses with the most up to date knowledge and skills



**MUTUALLY BENEFICIAL**

