

Optimizing Nursing to Advance Health Equity in Primary Care



**NATIONAL
NURSE-LED CARE
CONSORTIUM**
a **PHMC** affiliate

May 30, 2024

Zoom Orientation

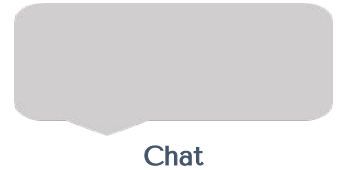
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2 Questions

Please raise your hand or add your questions for the speaker and comments for the group into the Chat box.



3 Technical Issues

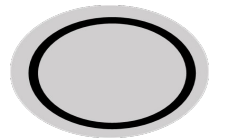
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Raise Hand

4 Recording

This session will be recorded and made available to participants in the Learning Collaborative. Your comments and questions will not be shared publicly.



Recording

Accreditation Statement

Accreditation Statement: The National Nurse-Led Care Consortium is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation. Each session has been approved for 1.0 NCPD contact hours.

Success Completion Requirements: To obtain 1.0 contact hours of nursing continuing professional development, you must participate in the entire activity, complete the evaluation, and achieve an 80% pass rate on the knowledge gain assessment following the session.

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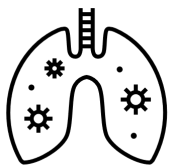
What is an NTTAP's role to support Health Center Excellence

- Provide population-specific T/TA on HRSA-defined objectives
- Support health center capacity to provide interdisciplinary, culturally competent care
- Consultation and support in developing CBO and public housing partnerships
- Connect your HC to our National Training Experts for specialty TTA on aging, unhoused populations, IPV and human trafficking, workforce retention, LGBTQ+
- Participation in national efforts to provide T/TA around SDOH, chronic disease mgt
- Support emergency preparedness and response efforts for health center populations
- Tracking trends and changes in health center training needs
- Support the incorporation of the Health Center Excellence Framework and the Health Center 2035 initiatives

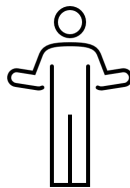


Community Health Center Program

- HRSA funds over 1,500 health centers (HC) & and look-alike (LAL) organizations
- These HC and LALs operate more than 17,890 service delivery sites in communities across the country and serve more than 30.5 million people, or 1 in 11 people nationwide.
- 108 HCs are funded as PHPC and serve over 850,000 patients.
- Residents of public housing are living with higher rates of:



Chronic
Disease



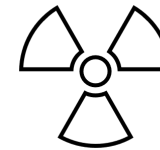
Social
Isolation



Disability
or a
Caregiver



Aging



Environmental
risks



Complex
medical and
social needs



NNCC's NTTAP Team



Jillian Bird
Director of Training and Technical Assistance



Matt Beierschmitt
Senior Program Manager



Fatima Smith
Project Manager



Junie Mertus
Program Intern





The National Nurse-Led Care Consortium (NNCC) is a nonprofit public health organization working to strengthen community health through quality, compassionate, and collaborative nurse-led care.

NNCC's mission is to advance nurse-led healthcare through policy, consultation, and programs to reduce health disparities and meet people's primary care and wellness needs.

We do this through:

- training and technical assistance
- public health programing
- consultation
- direct care

NNCC's NTTAP is funded by HRSA's Bureau of Primary Health Care to provide subject matter expertise through the development, delivery, coordination, and evaluation of FREE training and technical assistance offerings to health center grantees and look-alikes.

This program is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) as part of an award totaling \$550,000 with 0 percent financed with non-governmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, HRSA, HHS, or the U.S. Government.

Agenda

5 min - Welcome

5 min: Future of Nursing Report

25 min: *Kimberly Allen, MSN, RN, CPHQ, FACHE* - Delaware Valley Community Health - Nursing pathway roles in the community setting beyond the clinical rotations

15 min - *Patricia Slayton Gregory, MSN, RN* - Stephen and Sandra Sheller 11th Street Family Health Services of Drexel University

10 min - Wrap-up



The Future of Nursing

Improving Health Equity

Building Healthier Communities

Increasing Diversity in Nursing

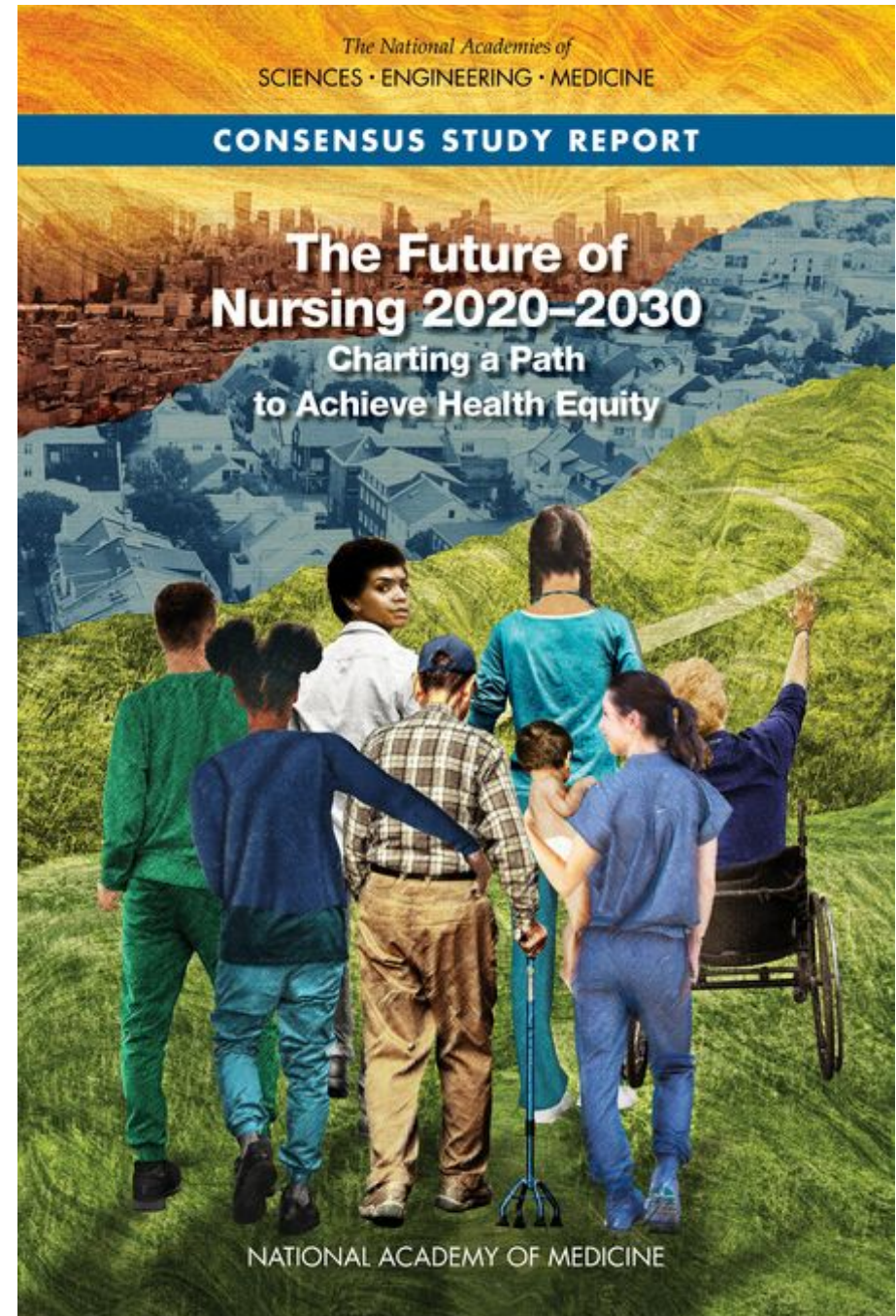
Improving Access to Care

Promoting Nursing Leadership

Transforming Nursing Education

Collecting Workforce Data

Fostering Interprofessional
Collaboration




FUTURE OF NURSING™

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

 **AARP** Foundation®

 Robert Wood Johnson Foundation

Equality



Equity



Systemic Racism

(structural + institutional + individual racism)

Structural Racism

(laws, policies, practices and physical structures)

Institutional Racism

(organizational practices)

Individual Racism

(human interactions)

How do we become change agents for health equity?



How do we diversify the nursing workforce to achieve health equity?



Subject Matter Experts



Kimberly Allen, MSN, RN, CPHQ, FACHE
Chief Quality & Innovation Officer
Delaware Valley Community Health



Patricia Slayton Gregory, MSN, RN
Stephen and Sandra Sheller 11th
Street Family Health Services of
Drexel University

Subject Matter Expert



Kimberly Allen, MSN, RN, CPHQ, FACHE
Chief Quality & Innovation Officer
Delaware Valley Community Health

Delaware Valley Community Health, Inc.®

Providing Quality Preventative and Comprehensive Care for Our Community Since 1969

Our Mission

Delaware Valley Community Health (DVCH) is a community-focused health care organization providing affordable, accessible, primary medical, dental and behavioral health care and preventive services to the patients in its service area. Services are provided in a fiscally responsible manner to all patients regardless of their ability to pay.



Our Services

- Adult Medicine
- Behavioral Health
- Care Coordination
- Dental
- Gynecology
- Health Education
- Health Insurance Enrollment
- HIV Care
- Legal
- Medication Dispensary
- Optometry
- Pediatrics
- Prenatal Care/Obstetrics
- Podiatry
- Social Services

About

Kim Allen MSN RN FACHE CPHQ



Why is this our job?

- This is not a me (1 employer issue) it is a we (all of us) issue.
- Why as a quality professional is this something you work on?



What this looks like at DVCH

Current programs in use at DVCH:

- MA program partnerships/externships
- Engaging students across disciplines
- Americorp/National Health Corp

Training pathways/partnerships underway:

- CHWs
- Dental Assistants

- Career ladders for internal staff-HR leaders will cover more

- Teaching health center residency program
- Future state- nurse upskilling pilot



DVCH: The process + programs

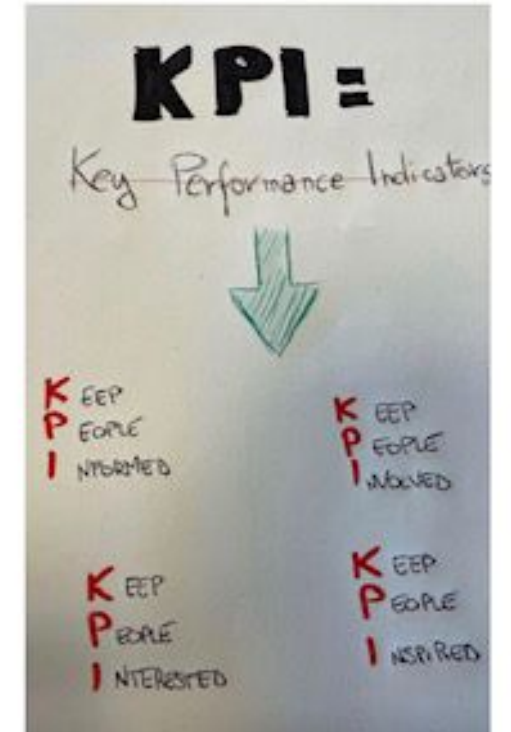
The process: Train for less than 1 year!

The programs

- Penn Foster
- Medical Billing/Coding
 - Pharm/Medication Clerk
- Stepful
 - Medical Assistant
 - Pharm/Medication Clerk
- NIMAA
 - Medical Assistant



The most important KPI s



Workforce Projects for Students

Americorp

- Nursing Students
- NHC

PCOM

- Work Study Students

Penn Nursing + Immaculata

- Rotations for clinical and community health focus
 - Quality Outreach
 - SMBP Enrollment
 - Patient Education

Med Students + Those applying to Med School

- Quality outreach
 - Asynchronous volunteer
 - Resume building



New(er)and emerging programs

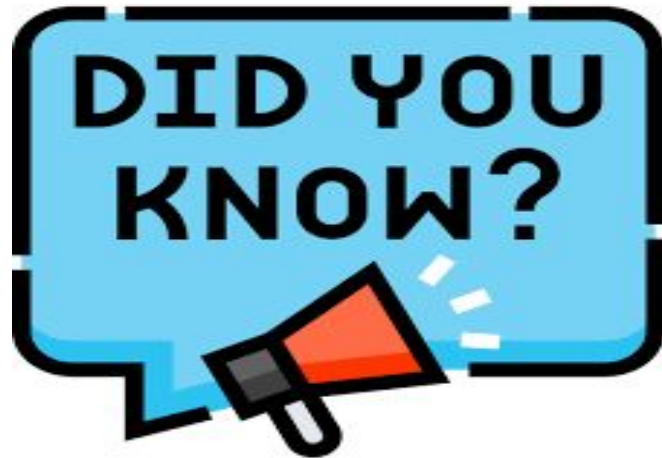
- CHWs - AHEC
- FUTURE Options
 - Online curriculum with hands on apprenticeship program in local health center
 - University of Pittsburgh-Dental Hygienist
 - Partnering with CBO –Access Services
- DREAM Options
 - Second chance hiring program
 - LPN upskilling pathway
 - Volunteer Dept



Second chance hiring practices

Johns Hopkins has been a leader in second chance hiring among health care providers. In 2016, the organization published [The Johns Hopkins Hospital Success in Hiring Ex-Offenders](#), a report that highlighted its efforts in this area. It conducted a five-year study of nearly 500 people it hired with records that showed a lower turnover during the first 40 months of employment than that of non-offenders.

Recruitment



There are now four distinct age groups in the workforce. Recruitment in the presence of four different generations, requires an agile approach to attract and retain talent across diverse age groups.

Subject Matter Expert



Patricia Slayton Gregory, MSN, RN
Stephen and Sandra Sheller 11th Street
Family Health Services of Drexel University

POPULATION HEALTH COMMUNITY HEALTH NURSING

NURSING STUDENTS ADD VALUE TO THE POPULATION/COMMUNITY DURING THEIR
CLINICAL ROTATION RECIPROCAL RELATIONSHIP



STEPHEN AND SANDRA SHELLER 11TH STREET FAMILY HEALTH SERVICES: 850 POPLAR STREET PHILADELPHIA.,PA.



A BRIEF HISTORY

- 1. The Stephen and Sandra Sheller 11th Street Family Health Services of Drexel University operates in Partnership with the Family Practice and Counseling Network
- 2. Recognized nationally for its multidisciplinary approach, the delivery of primary care.
- 3. Housed under one roof are, primary care, pharmacy, dental care, nutritional services, gym/ exercise room, music and art therapy, behavioral health, social work, community outreach and mind and body wellness.
- 4. This hub of excellence is nurse driven.

NURSING STUDENTS ADD VALUE TO THE COMMUNITY

THE CLINICAL TIMING

- 1. Rising juniors or senior nursing students
- 2. Pathway: second degree, coop, traditional traditional students
- 3. The Population Health didactic and Clinical Experience are coexistent each quarter
- 4. Students have a prebrief of Primary Care and the expectation for the Clinical experience
- 5. Overview and expectation

STUDENT PREBRIEF

- 1. Students view a video on the history of 11th Street and answer the questions.
- 2. Questions:
 - do you speak a second language
 - what do you feel is your greatest weakness
 - what would you like to learn in this clinical
- 3. Establish trust and check in
- 4. Orient to 11th Street
- 5. TRUE OR FALSE A prebrief is necessary to students meeting expectations. (YES)

COMMUNITY OR CLIENT ENGAGEMENT

- 1. Communication/Conversation
- 2. Attitude of care and caring
- 3. Establishing Boundaries
- 4. Listening to the client
- 5. Establishing Trust with staff and clients
- 6. Clinical Competency
- Identify three behaviors that a nursing can display to show an understanding of Community Engagement?

IN AND OUT OF 11TH STREET

- I. Students are assigned to or available to:
 - Primary Care Clinic: vital signs, interview clients; assist the MA's and NP's
 - Assist with food give away and food pantry
 - Prepare and handout informational literature/infographs
 - Monitor B/P's and Blood Sugars as requested
 - Assist with Health Fair and other activities
 - Mingle with clients in the waiting area to do a survey or offer literature

ENGAGING WITH 11TH STREET COMMUNITY PARTNERS

- 1. Men's Shelter: vss, blood glucose, medicine reconciliation, healthy snacks caution sugar and salt, disease processes, health record on cell phone
- 2. Health Fair at a migrant center: vital signs blood glucose, weights, main complaint if any. Referred a client to the hospital for treatment , chest pain.
- 3. Day Care for Medically Fragile Children students interact with children and staff and chart checks as well as assist with any exams.
- 4. Alternative School, students returning to school after dropping out. Provided a PowerPoint on self care and personal care. Answered questions about their paths to nursing school.
- Senior Citizens Fair / Lunch and Learn , music, games, giveaways and health promotion.

POST-CONFERENCE

- Debrief the days events
- What went well, what did not go so well, what can we do better
- Clinical journal
- Student Assessments
- Talking Points; SDoH, Ecological Model of Health, Sanctuary Model of Health and ACE's

Evaluation Survey

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Access T/TA Resources

Google Site



LEARNING COLLABORATIVE DESCRIPTION

This four-part peer-learning series, delivered by the National Nurse-Led Care Consortium (NNCC), is designed to enhance workforce readiness among health center staff to respond to various hazards effectively. The series will guide participants through the recently released *All Hazards Emergency Preparedness and Response Competencies for Health Center Staff*, a comprehensive framework developed with input from the Primary Care Association Emergency Management Advisory



NNCC Resource Library



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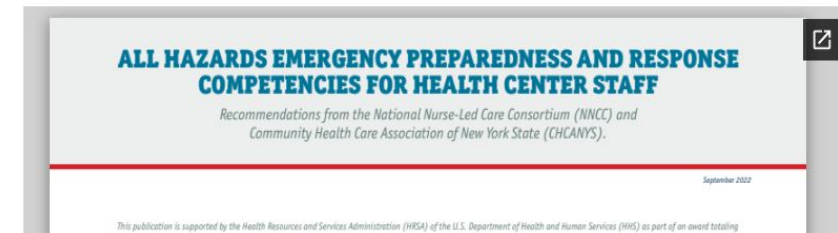
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All Hazards Emergency Preparedness and Response Competencies for Health Center Staff

To successfully perform their assigned emergency/disaster roles, health center staff must understand how their organization will respond to hazards, including the use of altered management structures and modified operations. The National Nurse-Led Care Consortium (NNCC) and the Community Health Care Association of New York State (CHCANYS) created a set of competencies to improve the emergency and disaster preparedness of all health center staff. This publication provides a comprehensive overview of those competencies and sub-competencies, as well as a description of their development process. The competencies are intended to form the foundation of health center staff education and preparedness for all-hazards emergency and disaster response and will allow health centers to direct their limited training time and resources to cover the most essential preparedness aspects.



Upcoming Trainings



Thank You!

If you have any further questions or concerns please reach out to Fatima Smith fasmith@phmc.org or Matt Beierschmitt at mbeierschmitt@phmc.org

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