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IOM Future Nursing Recommendations

The Institute of Medicine (IOM) deals with leading change, advancing healthcare and the future of nursing in general. This group is reported to have a membership of over three million members in the country. It is reported that nurses make up the largest section of the nation's healthcare working professionals. Thus, the future of the American healthcare greatly depends on IOM's leading mandate to improve not only the lives of nurses, but also the greater health care unit.

One of IOM's objectives is to increase the number of nurses. Therefore, recommendation four, which deals with increasing the number of nurses with baccalaureate degree up to eighty percent becomes relevant in this case. A 2008 report by Robert Wood called the RWJF initiative was launched. This initiative lasted for two years and one of its mandates was to transform and assess the profession of nursing. This report gave several suggestions including increasing the number of training institutions for nurses in the country, periodical reports on the evaluation of nursing trainees and partnerships with hospitals and various medical institutions to aid the trainee nurses in practicing (Wood, 2011). Nevertheless, the most significant point to note and to put across is to make the nursing profession attractive to would be professionals. If the profession is not attractive enough to attract bright high school and college graduates, then only shallow people will be attracted to the profession. This profession can only be made attractive to these kinds of people by the kind of remuneration offered, good working conditions, available equipment and an enabling environment (National Academy of Sciences, 2010). A nursing workforce that is effective and well learned both

in theoretical terms and practice can be well achieved by 2020. It is possible, it can be done.

Another IOM recommendation was recommendation five which deals with doubling the number of nurses with a doctorate degree by 2020.

Recommendation six of the IOM Future Nursing states that nurse should engage in lifelong learning. These two recommendations are more or less related because they involve the education and the reeducation of nurses who already have a baccalaureate degree (Wood, 2011). Having attracted sharp minds into the profession, it will not be a hard task to ensure their continued learning process. All that has to be done is to create incentives. For example, the government or the institute itself can agree to sponsor the students who are interested. They can also be given special allowances and be allowed to continue their jobs, even if it's for part time. IOM can also invest in these students by taking them to other countries outside the United States like African countries to gain wide experience worldwide. This will greatly motivate these professionals and induce them to get doctorate degrees and ensure continued learning (Cuff, 2013).

In reference to the above, I intend to improve my training. Being already in the process of attaining my baccalaureate degree, I intend to eventually have my doctorate in nursing. The IOM Future Nursing states nurses should engage in lifelong learning which includes both practical and theoretical. I believe that is where I belong. If the government and other stakeholders support these programs through incentives and other investments, then each individual nurse, I included will develop skills to attain the IOM Future recommendations (Eden, 2012).

In as much as there is nursing shortages, the recent recession has thrown everything off balance. The National Student's Nurses Association and The National League of for Nursing say that nursing graduates looking for jobs has greatly increased (Cuff, 2013). In order to be competitive in this flooded market, one had not only has to have papers, but experience has become a grave matter. Then the question in many job seekers mouths is if one does not get a job, where is the experience supposed to come from? Thus, increasing ones education level and experience greatly improves the chances of a person to get a job in future nursing.

In conclusion, increasing the number of nurses with baccalaureate degrees by 2020 is very possible. The reasons are discussed above. Doubling the number of nurses with doctorate degrees by 2020 is also possible. Increasing ones level of education and experience greatly improves the prospects of trained nurses to get jobs.

References

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