



## Total Nursing Force 2010-2011 Futures Support Plan



**Our vision of the future- the Total Nursing Force, a seamless interaction of Regular Air Force, Air Force Reserve, Air National Guard, and civilians to provide the best in nursing care is a reality today.**

The United States Air Force Nurse Corps is a total force team delivering evidence-based, patient-centered care to meet Global Operations. Our nursing service personnel confront the challenges of increasing commitments and deployments with distinction and professionalism. “We Lead, We Partner, We Care Every Time, Everywhere!” This is the mission of the USAF Nurse Corps. Every day, a professional nursing force provides care to all patients at home and abroad, in locations that span the globe.

Since the birth of the Air Force Nurse Corps in July 1949, Air Force nursing personnel have excelled at providing dedicated care to their customers while advancing the art and science of nursing practice. Our corps has grown into a diverse force, with our own traditions, rich in Airman culture. Grounded in education, training and research, we are generating new knowledge and advancing evidence-based care necessary to enhance interoperability in nursing operations across our services. Stepping into the future, we prepare our total nursing force to meet emerging challenges through research and academic education.

Today’s nursing force faces unique challenges. The national nursing shortage is a concern that faces healthcare across the country with the potential to impact the quality of patient care in both civilian and military healthcare facilities. It is estimated by the year 2018, one million new nurses will be needed to meet the healthcare demands of the nation, with over half being new nursing positions. As part of our nation’s defense, we too face resource constraints. Recruiting experienced nurses continues to be challenging. While recruitment of novice nurses is going well, the limiting factor is their depth of clinical experience. Programs that deepen our clinical talent are essential to the growth of our nursing force. Unquestionably, our people continue to be the key to success at home and deployed. As we enter our tenth year of intensive combat operations, we are not only faced with the challenge of caring for wounded bodies, but for those with impaired mental health as well. We must be deliberate in how we meet the needs of our wounded Soldiers, Airmen, Sailors and Marines from battlefield to home station. It is evident that Air Force Nursing will need to actively plan for the development, shaping and implementation of the Air Force Total Nursing Force to meet the mission of the Nurse Corps, the Air Force Medical Service and the Air Force.



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# Air Force Nurse Corps Strategic Planning Objectives



The Air Force Nurse Corps has established priorities that are in line with moving the Air Force Medical Service through the 21<sup>st</sup> Century and sets the scene in consonance with the AF Surgeon General's priorities and vision.

As we mold our nursing force today, we have developed strategy that will shape our capabilities for tomorrow's fight. Our success will be measured continuously through conscious and deliberate planning and development. The nursing Board of Directors and Strategic Planning committee strive to establish leadership and professional development opportunities to meet current and future requirements while building trust through continuity and patient centered care.

The philosophy of our plan is simple, who we are is defined by our character, compassion and professionalism; the essence of what we do is patient care. From this philosophy, the Total Nursing Force has four priorities:

- Patient Centered Care
- Force Development
- Force Management
- Global Operations





**Patient Centered Care:**

Patient Centered Care is the right care, the highest quality care and the most cost effective care for that one patient. This is truly team based medicine where the patient is integral to success. Patient centered care will help us to achieve the best patient outcomes through a team approach. Optimizing our inpatient care and focusing on nursing services and patient outcomes will require leadership at the bedside, litter-side, and effective communication throughout the healthcare system.

- Focus clinical research, education and training to advance patient centered care.
- Inpatient Optimization: Focusing nursing services on nursing care and patient outcomes
  - Patient Safety
  - Optimizing Nursing at the Bedside
  - Leadership at the Bedside
  - Communication



**Force Development:**

The Goal of Force Development is to systematically “grow” professional competencies (knowledge, skills, and abilities) through deliberate planning and management of officers’ experience, education, and training.

- Establish advanced officer and enlisted clinical and research tracks which enhance full spectrum medical capabilities to support winning today’s fight
- Establish career tracks for Master Clinician/Researcher and posture them for SG Consultant roles
- Update and synergize curriculum throughout formal courses and identify the need for tailored education
- Develop and implement a robust plan for Mental Health and Disease Management nurses to care for and sustain healthy and resilient Airmen and families
- Create a civilian nurse force development plan to establish a career path from novice to expert.



**Force Management:**

The goal of Force Management is to design, develop and resource the Air Force Nurse Corps to sustain a world-class healthcare force in support of our nation’s security strategy and align our inventory and requirements by specialty and grade. We must have the right number of people to accomplish the mission.

- Address our recruitment and retention issues within our officer and enlisted nursing services corps.
- Continue functional developmental annual and periodic review of Flight Path Guidance.
- Improve marketing to Joint partners and the local community.



**Global Operations:**

Global Operations since 2001 highlight the characteristics of the Air Force’s emerging operating environment. Such operations will require collaboration between military and civilian agencies to manage this dynamic environment.

- Establish leadership development opportunities to meet current and future Joint and Air Force requirements.
- Identify and expand Joint and Air Force Total Nursing Force leadership development opportunities to meet current and future global operations
- Incorporate training platforms and venues to meet evolving requirements
- Ensure our Air Reserve Component officer and enlisted partners are prepared to lead in all environments

**Air Force Nursing stands ready today to embrace the challenges of tomorrow  
as we lead, partner, and care, every time, everywhere.**



The United States Air Force Nurse Corps consistently achieves excellence in all that we do. Through synergy of our active, guard, reserve, civilian, and contract forces, coupled with collaborative relationships with our sister services and civilian institutions, we are prepared to meet emerging challenges with strength and confidence. However, the best strategy is irrelevant without your active involvement. Your AF Nurse Corps demands the best of your character, compassion and professionalism to meet these demands and answer the call to lead the Total Nursing Force into the 21<sup>st</sup> Century.



*Kimberly A. Siniscalchi*

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Major General, USAF, NC  
Assistant Surgeon General, Nursing Services



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# Total Nursing Force Futures Support Plan STATUS REPORT



## Headquarters U.S. Air Force

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# 2010 AF Nursing Service Futures Support Plan Status Update

Year of the Air Force  
Family



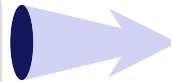
Maj Gen Siniscalchi  
AF/SG1  
21 Jul 10  
Version 1

Year of the Air Force  
Family



## 2010 AFMS Future Support Plan: Linking Strategy to Action

To link AFMS to National Strategies, meet Combatant Commander requirements, and implement transparency as we produce a AFMS Future Support Plan



- Published every two years
- Actionable Metrics
- Linked to Priorities and Goals
- Linked to AF and MHS Plans
- Reported to SG and NOVA



### AFMS Future Support Plan Priorities

- Deliver Best Medical Reliability for the Nuclear Mission
- Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight
- Ensure Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families
- Advance Medical Capabilities through Research & Infrastructure Recapitalization
- Build Interoperability & Medical Acquisition Expertise

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## Team Members

### Patient Centered Care

Goal Champion: Col Hontz

Team Members: Col Cox, Col Weis

### Force Development

Goal Champion: Col Gavron

Team Members: Col Shafer, Col Sykes & Col De Jong

### Force Management

Goal Champion: Col Shafer

Team Members: Col Sykes, Col Gavron, Col De Jong & CMSgt Potts

### Global Operations

Goal Champion: Col Evans

Team Members: Col Johnson & Col (s) Terpening

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## ***FY 10 Nursing Service Priorities and Goals: Patient Centered Care***

### **1. Focus Clinical Research, Education & Training to Advance Patient Centered Care**

- **Medical Home: Developed Extender Protocols (4NO)** ●
  
- **Utilize CPG metrics to validate in-garrison skills at all MTFs for AOR requirements** ●
  
- **Working toward “Help Desk” concept** ●

Linkage to 2010 AFMS Priorities:

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

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## ***FY 10 Nursing Service Priorities and Goals: Patient Centered Care***

### **1. Focus Clinical Research, Education & Training to Advance Patient Centered Care (cont.)**

- **Inpatient Optimization: Focusing nursing services on  
nursing care and patient outcomes**
  - Pt Safety ●
  - Optimizing Nursing at the Bedside ●
  - Leadership at the Bedside ●
  - Communication ●
  
- **Project "Lt"** ●
  
- **LEAN NTP** ●

Linkage to 2010 AFMS Priorities:

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

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## ***FY 10 Nursing Service Priorities and Goals: Patient Centered Care***

### **1. Focus Clinical Research, Education & Training to Advance Patient Centered Care (cont.)**

- **Modeling & Simulation**
  - Standardizing scenarios (include Team STEPPS) ●
  - Evaluating competency sustainment (SGR funded  
studies) ●

Linkage to 2010 AFMS Priorities:

#4: Advance medical capabilities and recapitalize infrastructure

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **1. Establish Advanced Officer & Enlisted Clinical & Research Tracks**

- Define the role of the Master Clinician/Researcher ●
- Establish career track for Master Clinician/Researcher ●
- Posture Master Clinicians/Researcher for SG consultant role ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **1. Establish Advanced Officer & Enlisted Clinical & Research Tracks (cont.)**

- Sustain Master Clinicians/Researcher current authorizations ●
- Developed research fellowship ●
- Establish ACNP Pilot Program ●
- Execute force development plan to grow, recruit and retain DNPs ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **1. Establish Advanced Officer & Enlisted Clinical & Research Tracks (cont.)**

- Re-evaluate Existing Force Dev Platforms ●
- Established an NTP WG to evaluate current training ●
- NSM WG established to update/synergize curriculum with other formal courses ●
- CN Preparation WG identified need for tailored education ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **1. Establish Advanced Officer & Enlisted Clinical & Research Tracks (cont.)**

- Create more AAD enlisted billets to sustain AFIT ●
- Insert 2-3 4N0 Research billets into 711 HPW (POM requests) ●
- Enhance Paramedic & Senior Aerospace Medicine Career Path ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **2. Establish Force Development Plan for Mental Health & Disease Management Nurses**

- Revalidate mental health nurse requirements in relation to mental health product line (deployment + in-garrison, CDM) ●
- Formalize mental health nurse course at Travis (46PX) ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **2. Establish Force Development Plan for Mental Health & Disease Management Nurses (cont.)**

- Establish clear track & utilization for MHNP (46PXA) ●
- Increase capacity for MHNP graduate education ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **2. Establish Force Development Plan for Mental Health & Disease Management Nurses (cont.)**

- **Incorporate Disease Management Training into HCO Course** ●
- **Revalidate DM requirements & education needs in FHI** ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Development***

### **3. Create Civilian Nurse Force Development Plan**

- **Establish career path from novice to expert clinician** ●
  - **Pilot civilian RN DT projected for Jan 2011**
  - **Establish career path with DT oversight**
  - **Develop pilot program beginning with NTP**
- **Identify AF sponsored education opportunity for civilian nurses and career development opportunities** ●
- **Examine current leadership courses & catalog for distribution** ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Force Management***

### **1. Recruitment and Retention (Officer)**

- **Validate AD AF NC FY 11 recruitment goals with A1 w/no adjustment waivers by recruiting service** ●
  
- **Validate requirements for AFRC and ANG** ●

**Linkage to 2010 AFMS Priorities:**

**#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight**

**#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families**

**#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization**

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## ***FY 10 Nursing Service Priorities and Goals: Force Management***

### **1. Recruitment and Retention (Officer cont.)**

- **Survey AD AF nurses to identify retention issues** ●
  
- **Interject resiliency culture (care for the caregiver) in all venues** ●

**Linkage to 2010 AFMS Priorities:**

**#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight**

**#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families**

**#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization**

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## ***FY 10 Nursing Service Priorities and Goals: Force Management***

### **2. Requirements and Grades (Officer)**

- Identify requirements, based on grade allocation w/A1 ●
- Sustain current authorizations IAW Flight Path ●
- Match AAD coded billets with current and future requirements ●
- Recruit military nurses through Academic Partnership Initiatives (NDAA FY 2010) ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization

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## ***FY 10 Nursing Service Priorities and Goals: Force Management***

### **3. Recruitment and Retention (Enlisted)**

- Evaluate development of ISP for enlisted\*; define critical enlisted AFSCs, eliminate "feeder" restrictions/parameters that restrict consideration ●
- Allow NCORP candidates to pursue commissioning/timely fill of NCORP seats once selected ●
- Improve marketing to Joint partners/local community ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Implement Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization

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## ***FY 10 Nursing Service Priorities and Goals: Global Operations***

### **1. Establish Leadership Development Opportunities to Meet Current and Future Joint & AF Requirements**

- Identify/expand Joint & AF Total Nursing Force leadership development opportunities in ground and AE
- Define potential new “IHS” role for nursing in building partnership capacity; deliberately vector candidates

**Linkage to 2010 AFMS Priorities:**

**#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today’s Fight**

**#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization**

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## ***FY 10 Nursing Service Priorities and Goals: Global Operations***

### **1. Establish Leadership Development Opportunities to Meet Current and Future Joint & AF Requirements**

- Re-define nursing/leadership requirements for changing mission in AOR environment for officer and enlisted
- Provide solutions to gaps in operational medicine/continuum of care

**Linkage to 2010 AFMS Priorities:**

**#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today’s Fight**

**#3: Ensure Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families**

**#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization**

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## ***FY 10 Nursing Service Priorities and Goals: Global Operations***

### **2. Incorporate Training Platforms & Venues to Meet Evolving Requirements**

- In coordination with AMC SG, A3, refine AE concept of operations, communications, and training and competency ●

  - Establish State-of-the-Art Patient Care & Aircraft Modeling & Simulation for AE

- Provide consistent training opportunities and explore/develop new training curriculums for evolving nursing roles ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#4: Advance Medical Capabilities through Research & Infrastructure Recapitalization

#5: Build Interoperability & Medical Acquisition Expertise

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## ***FY 10 Nursing Service Priorities and Goals: Global Operations***

### **3. To Ensure Our ARC Officer and Enlisted Partners are Prepared to Lead in All Environments**

- Establish quotas and expand ARC leadership course opportunities ●
- ARC Readiness shops advertise deployment opportunities ●

**Linkage to 2010 AFMS Priorities:**

#2: Enhance Full Spectrum Medical Capabilities to Support Winning Today's Fight

#3: Ensure Patient-Centered Care to Sustain Healthy and Resilient Airmen & Families

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## ***TNF Futures Support Planning Schedule***

- Jan 2011 - San Antonio, TX
- July 2011 – Washington DC

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