The Public Health Service’s Role in Diversifying the Nursing Workforce

Future of Nursing 2020 - 2030
Socio-Ecological Framework

Systems

Community

Individual/Family
Enhancing Diversity using a Systems Approach

Systems

Community

Individual/Family

DIVERSITY

INCLUSION

EQUITY
Enhancing Diversity using a Systems Approach

- Policy and Programs
- Work Environments
- Nurse Workforce/Every Nurse

DIVERSITY

INCLUSION

EQUITY
Federal Public Health Service (PHS) Nursing

• **PHS Programs**
  - Disease control and prevention
  - Biomedical research
  - Health security
  - Expanding health care resources and access to care
  - Strengthening health systems

• **PHS Commissioned Corps**
  - Elite cadre of public health professionals
  - Disaster and Public Health Emergency Response
Federal PHS Nursing: Nursing Workforce Development

- Enhance composition
- Improve distribution and utilization
- Expand knowledge, skills, and capabilities
- Develop and disseminate improved models
- Financing and delivery of nursing services
- Promotion of interdisciplinary approaches

- Title VIII, Public Health Service Act
- HHS, Health Resources and Services Administration (HRSA)
- HRSA Division of Nursing and Public Health
Nursing Workforce Diversity (NWD) Program

HRSA, Bureau of Health Workforce, Division of Nursing and Public Health.

• Addresses social determinants that impact recruitment, retention, and graduation rates of nursing students

• Student Support, Faculty Recruitment and Retention, Mentoring, Student Financial Support, Holistic Review, Collaborative Partnerships

• Objective: Increase diversity of the nursing workforce by supporting students from disadvantaged backgrounds in becoming registered nurses.

  ➢ Decrease health disparities
  ➢ Increase health equity
PHS Commissioned Corps Nursing

CNO PRIORITIES
- Promote Nursing as a Profession
- Mobilize Nurses to Address SG Priorities
- Recruit and Retain Public Health Nurses

PUBLIC HEALTH CHALLENGES
- Access to Care
- Workforce Diversity
- Community Preparedness
- Health Disparities and Inequities
Public Health Service officers are at the forefront of the COVID-19 response serving in multiple roles: leadership, operations, screening, quarantine, case management, and human services.
In the Service of Health

“In Officio Salutis”