

# The Future of MRDD Nursing

Terry Broda

RN, BScN, NP-PHC, CDDN



**A day in the life of a DD nurse!**

# Trends for Nurses

United States Dept. of Labor:

Bureau of Labor Statistics:

- Job opportunities => to be excellent
- Employment => to grow faster than average for all occupations through 2016 & many new jobs will result.
- (587,000 new jobs projected!)
- Hundreds of thousands of openings d/t need to replace experienced nurses who leave.
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# Trends for Nurses

- Employment to grow 23 % from 2006 to 2016
- Projected growth:
  - Home health care services- 39%
  - Outpatient care centers- 34%

(except mental health and substance abuse)

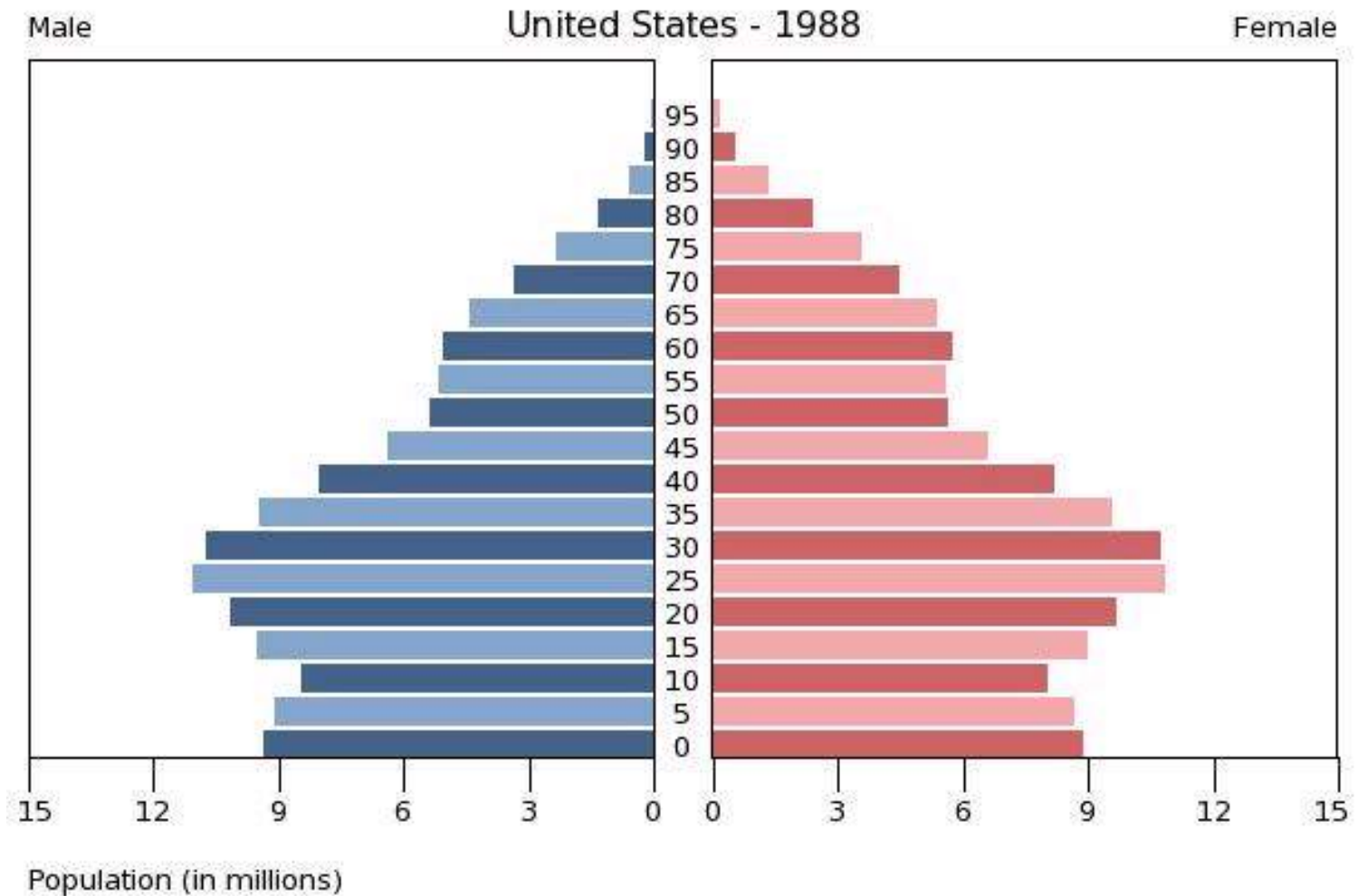
# Trends for Nurses

- Increased enrollment but many turned away d/t faculty shortage.
- Further increased need for nursing faculty as many instructors near retirement.
- Increases in elderly requiring care
- Increases in technology

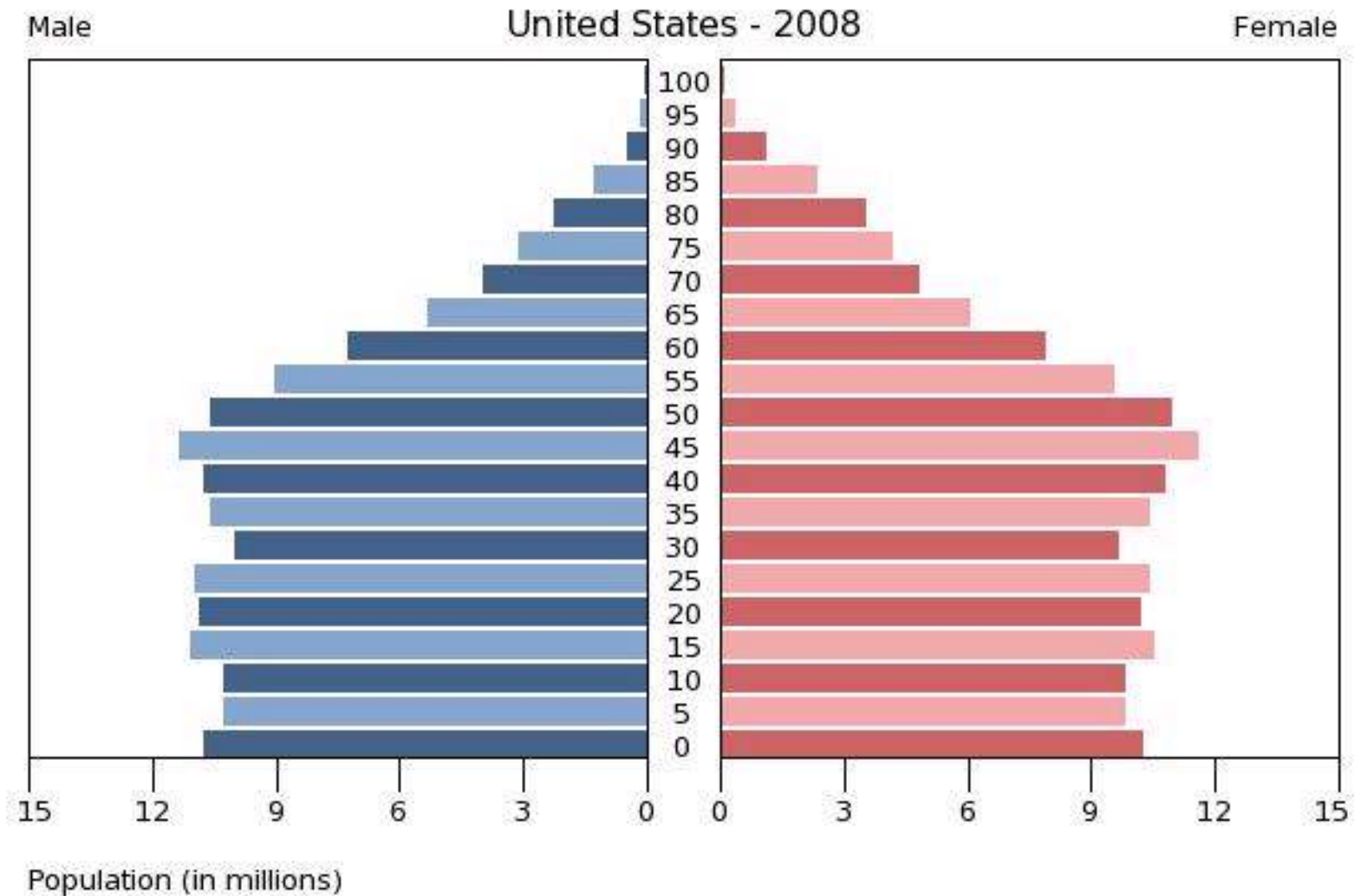
# Trends

- Aging of the population & the workforce
- Shortage of nurses
- Unlicensed staff performing delegated duties
- Salaries & working conditions

# Aging of the population/workforce



# Aging of the population/workforce



# Shortage of nurses

US Census Bureau (2005)

- 2,400,000 RNs
- 92% are women
  
- 531,000 LPNs or LVNs
  
- 1181 nurses per 100,000 residents in MA
- 1498 “ in DC
- 517 “ in Nevada
  
- \*\*see PDF file

# Unlicensed staff performing delegated duties

- 1,800,000 nursing, psychiatric & home health aides
- DDNA Position statement on delegation
- State regulations according to Nurses' scope of practice (ex. CNO documents)
- Illinois & ANA, debate around delegation of medication administration

# Salaries & working conditions

## LPN Median Hourly Rate by State:

- According to data compiled in May 2009 at PayScale.com, LPN's earn the following median hourly rates in the states listed:
  - North Carolina: \$18.11
  - Ohio: \$17.72
  - Florida: \$17.52
  - **New York: \$17.23**
  - Georgia: \$16.25

## Salaries & working conditions

### **RN Median Hourly Rate by State (2009):**

- June 2009 data from PayScale.com shows that RN's earn the following median hourly rates in the states listed:
  - California: \$33.73
  - **New York: \$27.91**
  - Pennsylvania: \$26.14
  - Texas: \$25.95
  - Illinois: \$25.84

# Salaries & working conditions

## NP & FNP

- 25<sup>th</sup> Percentile: \$75,838
- Median: \$82,590
- 75<sup>th</sup> Percentile: \$89,392

*\*Source: Nurses for a Healthier Tomorrow (NHT),  
2009*

# Salary by Specialty

	25th Percentile/	Median /	75th Percentile
• <u>Pediatric Nurse</u>			
• \$54,325		\$59,498	\$65,292
• <u>Psychiatric Nurse</u>			
• \$55,864		\$61,565	\$67,890
• <u>School Nurse</u>			
• \$34,596		\$43,296	\$54,663
• <u>Surgical Nurse</u>			
• \$65,718		\$74,197	\$79,756

# Opportunities...

Deinstitutionalization

- Willowbrook & onwards

Transition coordinators

Liaison nurses in the community

# Technological advances

- Electronic Health Care Records (EMRs)
- Computerized medication records  
(less polypharmacy & ADRs)

# Technological advances

- “Electronic chip” technology (VeriChip, 2004)

## Telemedicine:

- remote locations
- cell phones, computers that can monitor FBS, BP & EKGs from home!

# Genetics

Recent developments:

- Ethical issues:
  - insurance
  - privacy issues
- Access to testing & cost
- Pharmacogenomics
- Genomic profiling: “23 and Me”
  - \$1000 to decode your DNA!

# Neuroplasticity

- Video clips:

<http://www.youtube.com/watch?v=TSu9HGnIMV0>

<http://www.youtube.com/watch?v=tFbm3jL7CDI>

# Neuroplasticity

- “Neurons that fire together, wire together”
- “Neurons that fire apart, wire apart”
- “Neurons out of sync, fail to link”
- “Cortical real estate”
- “ Use it or lose it!

“Beach water analogy”

# Taub method (1981)

Constraint-induced therapy with massed practice

- With persons who have had a CVA:
- Limbs (mitts, sling)
- Speech (card game, immersion)
- With persons who have Cerebral Palsy

# Taub method

- Video clip:
- <http://video.google.ca/videosearch?q=edward+Taub+method&hl=en&emb=0&aq=f#>

# Brainport

Video clip

[http://www.youtube.com/watch?v=OKd56D2mvN0&feature=player\\_embedded#](http://www.youtube.com/watch?v=OKd56D2mvN0&feature=player_embedded#)

# Neuroplasticity: 10 principles

- *Use it or lose it. If you do not drive specific brain functions, functional loss will occur.*
- *Use it and improve it. Therapy that drives cortical function enhances that particular function.*
- *Specificity. The therapy you choose determines the resultant plasticity and function.*

# Neuroplasticity: 10 Principles

- *Repetition matters. Plasticity that results in functional change requires repetition.*
- *Intensity matters. Induction of plasticity requires the appropriate amount of intensity.*
- *Time matters. Different forms of plasticity take place at different times during therapy.*
- *Saliience matters. It has to be important to the individual.*

# Neuroplasticity: 10 Principles

- *Age matters. Plasticity is easier in a younger brain, but is also possible in an adult brain.*
- *Transference. Neuroplasticity, and the change in function that results from one therapy, can augment the attainment of similar behaviors.*
- *Interference. Plasticity in response to one experience can interfere with the acquisition of other behaviors.*

**THE EARTH IS FLAT!**

Or is it?