

Nurse Portfolio Strategy

*Supporting, Catalyzing, and Innovating with the largest care-focused
force in healthcare*



Elisabeth C. DeLuca
F O U N D A T I O N

The Elisabeth C. DeLuca Foundation is a 501 (c)(3) private family foundation. A nurse by profession, Ms. DeLuca leads the organization's philanthropic efforts to improve access and upward mobility in the nursing and allied health professions across the country, starting with a regional focus in Connecticut and Florida.

The Elisabeth C. DeLuca Foundation deeply believes in the potential of individual nurses and allied health workers to meaningfully own and advance their careers and in their ability to deliver compassionate, effective care.

Why nurses?

Nurses make up the largest portion of the health care workforce and are ranked as the most trusted profession year after year. They spend more time with patients and their families than any other health care providers.

They are responsive and innovative, and they are uniquely positioned to use their expertise to transform health care.

Just one penny of every dollar of health care philanthropy is directed to the nursing profession. According to the American Nursing Association (ANA), less than 1% of healthcare philanthropy is for nurses.



Nurse Professional Journey

- The following slide presents a map of a nurse's professional journey, delineated by three key stages of their development, with an emphasis on when and how to support their needs, build on their motivations, and spur their aspirations.
- This approach revealed that nurses, as a whole, are not in short supply across healthcare; rather the lack of professional development and support has lowered their desire and/or ability to continue their careers in nursing. The inability of health systems to provide a clear path for nurse professional development presents an opportunity to identify new initiatives that can support a nurse's choice to stay and thrive in their profession.
- This suggests that nurses need greater support throughout their professional development journey—defined by three key stages; Root, Grow, and Bloom. When framed from a nurse's point of view, these key stages promote a life cycle, in the form of a virtuous circle, where the contributions to the profession from veteran nurses informs and supports new nurses entering the field.
- The various opportunities for nurses surfaced across this professional journey has the potential to align public and private funding towards meaningful initiatives focused on advancing their development as arguably our health systems' most engaged, compassionate, and critical human resource.



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A Nurse's Journey

EXPLORING PROFESSIONAL DEVELOPMENT
OPPORTUNITIES FOR NURSES

Root

Stage One focuses on supporting the development of robust personal foundations that allow any future nurse to grow despite the challenges they'll likely face.

FOCUS AREAS Defines key moments across the nurse professional journey.

1. FIND

The future nurse discovers the work and impact of nursing and a viable path to a career in it that fits their life circumstances.

2. ENROLL

The nurse candidate commits to the post-secondary education that fits their goals, budget, and other constraints.

3. STUDY

The nurse student applies themselves in and out of the classroom to gain a big-picture orientation of nursing.

4. GRADUATE

The nurse graduate (as well as new nurses) prepares to launch their career and profession with a big picture orientation/perspective.

Grow

Stage Two focuses on supporting the development of professional practice, connections, and opportunities a nurse will need to navigate a nursing career.

5. PLACE

The licensed nurse finds the best match available to them for their first job and the unique individual path they want to pursue.

6. EVOLVE

The working nurse (non-patient/patient-facing) matures their unique path as they gain first-hand experience in nursing.

7. ADVANCE

The experienced nurse (non-patient/patient-facing) refines their abilities towards the venue/practice of care that motivates them.

Bloom

Stage Three focuses on supporting the development of leaders and ideas across nursing to provoke change and prepare future generations of nurses.

8. SPREAD

The experienced nurse or academic has the choice to bring others together and share what they know to advance nursing.

9. ATTRACT

The veteran nurse or thought leader has the choice to broaden the conversation around nursing to shape its potential nationally.



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OPPORTUNITIES FOR NURSES

Root

Stage one focuses on supporting the development of robust personal foundations that allow any future nurse to grow despite the challenges they'll likely face.

Focus Areas *define key development stages across a nurse's professional journey.*

1 | Find

The aspiring nurse discovers the work and impact of nurses and a viable path to a nurse degree that fits their life circumstances.

2 | Enroll

The nurse candidate commits to the post-secondary education that fits their goals, budget, and other personal considerations.

Need-Based Opportunities *define nurse experiences that can be improved through public and private investment.*

Explore

Seeing the different roles nurses play in health care at the local level and beyond comprised by a diverse representation of people and places

Apply

Preparing and completing applications to nursing schools of interest with backup options if their first choice does not work out

Evaluate

Assessing what schools might be a good match for them and their goals, life circumstance, and comfort with going to school

Aid

Covering the total cost of going to school, including things beyond tuition (e.g., childcare, housing, supplies), especially for older adults

Estimate

Calculating the total cost of going to school in ways that help compare the different tracks and programs at the local and regional level

Adjust

Forming new or improving existing abilities that balance home and job commitments with the rigor of academic coursework in nursing

Focus Areas define key development stages across a nurse's professional journey.

3 | Study

The nurse student applies themselves in and out of the classroom to gain a big-picture orientation of the profession.

4 | Graduate

The new nurse prepares to launch their career with an informed perspective on the profession and industry.

Need-Based Opportunities define nurse experiences that can be improved through public and private investment.

Conduct

Researching the personal commitments and academic requirements to succeed in the different nurse specialties across health care

Prepare

Planning, practicing, and paying for the NCLEX exam with assistance to improve their performance if needed

Connect

Reaching a more diverse pool of mentors to learn about the profession and be better informed about a career in nursing

Promote

Capturing and sharing personal journeys, interests, and achievements with professional networks and employers in health care

Consider

Comparing different nurse specialties using local, regional, and national workforce data and research to help choose a path

Prototype

Gaining first-hand exposure into the roles nurses play across different specialties and health care venues in their local communities



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EXPLORING PROFESSIONAL DEVELOPMENT
OPPORTUNITIES FOR NURSES

Grow

Stage Two focuses on supporting the development of professional practice, connections, and opportunities a nurse will need to navigate a nursing career.

Focus Areas *define key development stages across a nurse's professional journey.*

5 | Place

The licensed nurse finds the role in health care that can start them down the path they want to pursue.

6 | Evolve

The working nurse matures their unique path as they gain first-hand experience with the nursing profession.

7 | Advance

The experienced nurse refines their abilities towards the venue or practice of care in health that motivates them.

Need-Based Opportunities *define nurse experiences that can be improved through public and private investment.*

Search

Finding desirable care opportunities in their local communities and beyond that reinforce why they became a nurse

Uncover

Locating clinical, operational, and organizational resources that fill knowledge gaps in their current roles

Master

Acquiring advanced formal knowledge in a nursing field or specialty amid their current work-life commitments

Negotiate

Setting employment terms that value their contribution and protect their license to help patients, care teams, and themselves

Chart

Laying out the set of knowledge, skills, and experiences that will advance their careers or pivot them towards a more desirable specialty

Diversify

Broadening informal skills, practices, and abilities to advance their careers or move into new or adjacent roles

Shift

Adjusting to the schedule, intensity, and complexity of working as a nurse in a clinical work environment

Appraise

Adjusting their market value as different accomplishments, roles, and work experiences are acquired in the field

Expand

Pushing the boundaries of what nurses can do to advance the profession and perception of their value in health care



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Nurse's Journey

EXPLORING PROFESSIONAL DEVELOPMENT
OPPORTUNITIES FOR NURSES

Bloom

Stage three on supporting the development of leaders and ideas across nursing to provoke change and prepare future generations of nurses.

Focus Areas *define key development stages across a nurse's professional journey.*

8 | Spread

The experienced nurse or academic drives change and brings people together to advance the profession.

9 | Attract

The veteran nurse or thought leader broadens the conversation around the profession to communicate its potential.

Need-Based Opportunities *define nurse experiences that can be improved through public and private investment.*

Convene

Coalescing nurses and other health workers around shared issues and goals to improve health care

Forge

Harnessing the wisdom and stories of seasoned nurses before they retire to inspire current and future nurses

Surface

Raising awareness of the opportunities and challenges facing nurses and the profession with influential people and organizations

Spark

Activating new pathways for nurses to obtain better opportunities in health care and build stronger connections to their communities

Leap

Breaking into provider, payer, and government leadership roles to (re)shape care delivery, policy, and business practices

Radiate

Circulating and nurturing brave and bold visions of the profession and its future role in our society

Strategic Overview

- The Elisabeth C. DeLuca Foundation believes in the potential of individual nurses and allied health workers to meaningfully own and advance their careers and in their ability to deliver compassionate, effective care. The foundation envisions a future in which nurses and allied health workers:
 - Are trained and educated in ways that better serve their own professional interests and home communities
 - Seamlessly connect their academic training to clinical situations and demands
 - Easily navigate a variety of career pathways in healthcare
 - Collaborate with one another to transform health practices and outcomes
 - Are included and valued where health policy and strategies are developed

Strategies

The Foundation has identified a set of five complementary and reinforcing strategies that form a portfolio of impact.

Strategy	Purpose	Social Impact
Deepen Understanding	Increase awareness of the value of advancing nurse and allied health professional development	Expand understanding and empathy for what nurses do to drive changes in entrenched practices and approaches.
Strengthen Connections	Connect student and faculty transitions to practice and teaching environments that better prepare current and future generations of nurses where they live.	Create new ways for nurses to build competence and confidence in shaping outdated care experiences by removing barriers between training and practice.
Nurse-Driven Professional Development	Bring together services and resources that unlock early and mid-career pathways for nurses to easily move around the expansive health continuum.	Invert the dynamic for how nurses navigate career opportunities and changes in and outside of healthcare by giving them agency over their career path.
Nurse-Led Innovation	Spark the formation and growth of nurse or allied health founded companies with promising solutions that can be widely scaled.	Seed a new generation of nurse and allied health entrepreneurs driving health transformation.
Staying Ahead of the Curve	Anticipate the technologies and practices that have the potential to significantly change how nurses are valued and do their work.	Position nurses as thought leaders to developing patient-centered solutions to new challenges in the provision of health and healthcare.