

Market Forces

A new era of professionalisation?

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Portability past and present: The nineteenth century

- Professionalisation
 - Women and charity
- Demand for expertise
 - Public health reforms
 - colonisation
- Growth of hospital
 - Urbanisation
 - Population expansion
 - immigration
- Development of training schools
 - An international movement
 - British Empire

Early twentieth century

- Scientific medicine
- Nursing skill
- Women in the workforce
- WWI
 - Regulation
 - Mutual Recognition

Post war nursing

- Consolidation and expansion of profession
- Movement of nurses
 - Commonwealth countries
 - United States

Forces that shape portability

- History of health care system
 - History of hospitals
 - History of medicine
 - History of nursing

Confounding issues

- Professional organisational structure
- Education system
- Language
- Cultural and social migration network

Current picture

- US
- Europe
- Australia
- Asia
- Africa
- Middle East

Push Factors

- Economic hardship
- Instability – political, economic
- Lack of opportunities for advancement
- Risk –HIV, violence
- Family pressures

Pull Factors

- Economic opportunities
- Stability
- Skill development
- Migration network

Twenty first century

- Mobility – breaks through historic pathways
- English language competence
- Global migrant workforce
 - 1:10 in industrialised world immigrant workers

Reform and human resources

- Global reorganisation of health care sector
 - Contain costs
 - Ensure quality
 - Adapt to data-driven cost and care models
- Healthcare restructure
 - Reengineering of workforces
 - Privatisation
 - Casualisation

Supply and Demand

- Increased demand for all skilled workers globally
- Increased demand for nurses globally
 - Local sources
 - International sources
 - Nurses
 - Students
 - re-skilling doctors and other professionals

Growing your own

- Solution same for everyone
 - Attract
 - Educate
 - Nurture
 - Retain

What do nurses want?

- Stability
- Career opportunities
- Economic reward
- Good conditions and salary
- To be listened to by colleagues and supported by their institutions

Why do people want to be nurses?

- Challenging
- Important
- Socially valued
- Knowledge and skill work

New Era of Professionalisation

- Open to all world nurses
- Assert the value of nursing knowledge and skill to patient outcomes
- Use Market Forces
- Value nursing and nurses