

MEETING *THE FUTURE OF
NURSING REPORT™*

RECOMMENDATIONS: A
SUCCESSFUL PRACTICE —
ACADEMIC PARTNERSHIP



A Campus of Las Palmas Del Sol Healthcare



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ORGANIZATIONAL SETTINGS

- Del Sol Medical Center HCA®
- 347-bed, acute care hospital in El Paso, TX
- Services west TX, southern NM, and northern Mexico
- University of TX at El Paso
- Ranked Top 10 in the nation by Washington Monthly for social mobility, research, and service



HOSPITAL — ACADEMIC PARTNERSHIP



Pillars of Excellence

- *People: Recruit and retain the best*
- *Clinical: Strengthen relationships and promote collaboration*
- *Leadership: Research in evidence-based practice*
- *Innovation: To achieve vision/mission*
- *Fiscal: Sustainable nursing programs*
- *Community: Social responsibility and engagement*

BACKGROUND AND SIGNIFICANCE

- The Institute of Medicine's (IOM) *The Future of Nursing™ Campaign for Action Report* (2011)
 - Recommendation 3 – implement nurse residency programs
 - Recommendation 4 – increase the proportion of BSN nurses from 50% to 80% by 2020

LITERATURE REVIEW AND SYNTHESIS

- New graduate nurse turnover at 13%-75% (Kovner, et al., 2007)
- \$22,000-\$64,000 to replace an RN (Robert Wood Johnson Foundation, 2009)
- New nurses prefer additional clinical time, more technical skills, and a wide-range of real life experiences (Chappy, et al., 2010)
- Graduate nurse program - turnover 50% to 13%; ROI \$823,680 over one year (Pine & Tart, 2007)
- Paid undergraduate nurse positions ↓ orientation and improve transition to work (Gamroth, 2006)
- New graduate RN residency program (n=524): 12-month turnover (36% to 6.4%) & reduction in contract labor (\$19,099 to \$5,490) per ADC (Trepanier, et. al., 2012)
- Limited information on FTE savings
- Wisconsin BSN Clinical Focus Program (CFP) – decreased orientation costs and improved retention to 100% in year two (Harrison, et. al., 2007)

PROJECT OBJECTIVES

- 1) Does a registered nurse internship program increase the number of BSN prepared nurses and decrease orientation FTEs, salaries, benefits, and recruitment costs while producing competent nurses at Del Sol?
- 2) How satisfied are the participants and preceptors with the RN internship program?

*Program goals to follow

WISCONSIN CFP VS. DEL SOL INTERNSHIP PROGRAM

Similarities

Partnership between hospitals & universities

Preceptors selected by managers; attended specialized training

Didactic instruction specific to area of focus

Monetary compensation at the Nurse Tech rate

Nurse competencies

Became FTEs upon hire; were NOT employees while in the program

Differences	Wisconsin CFP	Del Sol Internship
Length of Program	9 months	4.25 months
# Clinical Hours	360 hours	260 hours
# Students/interns	10	26
Employment Guarantee	No	Yes
# Clinical Rotations	3 acute care	1 acute care + 1 community

INTERVENTION

- Collaborative meetings (Del Sol/UTEP)
- Selection and training of preceptors
- **Promotion of the program**
- Interns application & ranking of areas of interest
- **Panel interviews- behavioral based interview questions**
- Extension of intern offers – Reqs are set aside
- Promissory note
- Internship program – four months
 - ❖ General and nursing orientation
 - ❖ Didactic training/simulation labs
 - ❖ Assimilation into department (uniform, badge)
 - ❖ **Completion of 260-288 hours additional internship time (above the required 180 hours of acute care and 135 hours of community practicums)**
 - ❖ **Completion of Del Sol RN competencies**
- **Continuum of care practicums**
(i.e. CVICU intern > cardiac rehab program, wound care center, diagnostic center)
- **Upon UTEP graduation, guaranteed GN/RN position at Del Sol**

Goal 1: Improve or hasten competencies of graduate nurses to assure safe and high quality patient care

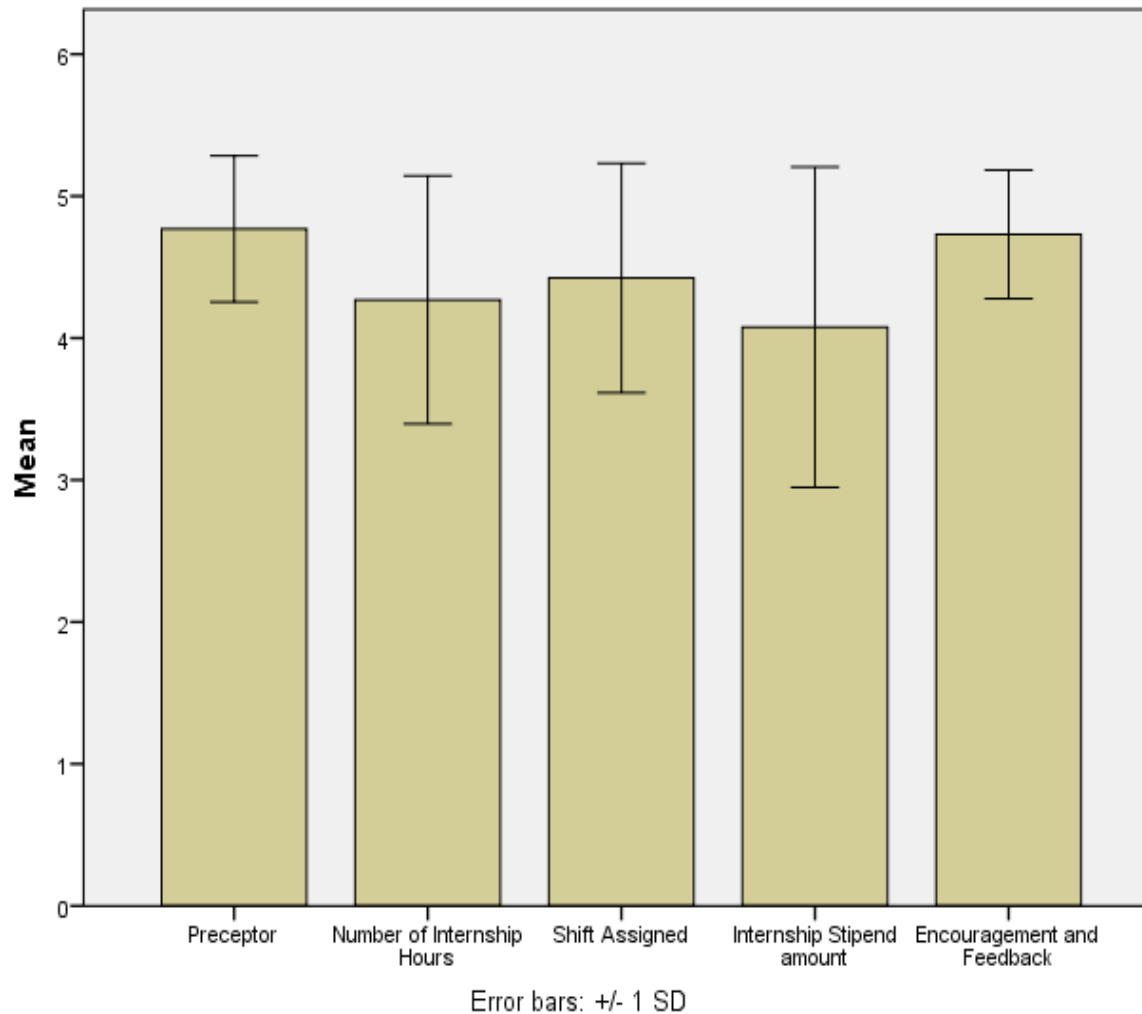
Department	Intern numbers	% RN Competencies Completed/ # Competencies Required	Hours of Orientation <u>Post</u> Internship
ED	5	89.8 / 323	72.0
ICU	4	95.0 / 494	72.0
CVICU	4	99.8 / 566	54.0
NICU	1	88.0 / 419	36.0
Telemetry	2	98.0 / 532	72.0
Med-surg	10	87.6 / 321	64.8
TOTAL	26	91.9%	65.1 Hours

*limited to UTEP BSN 8th semester students

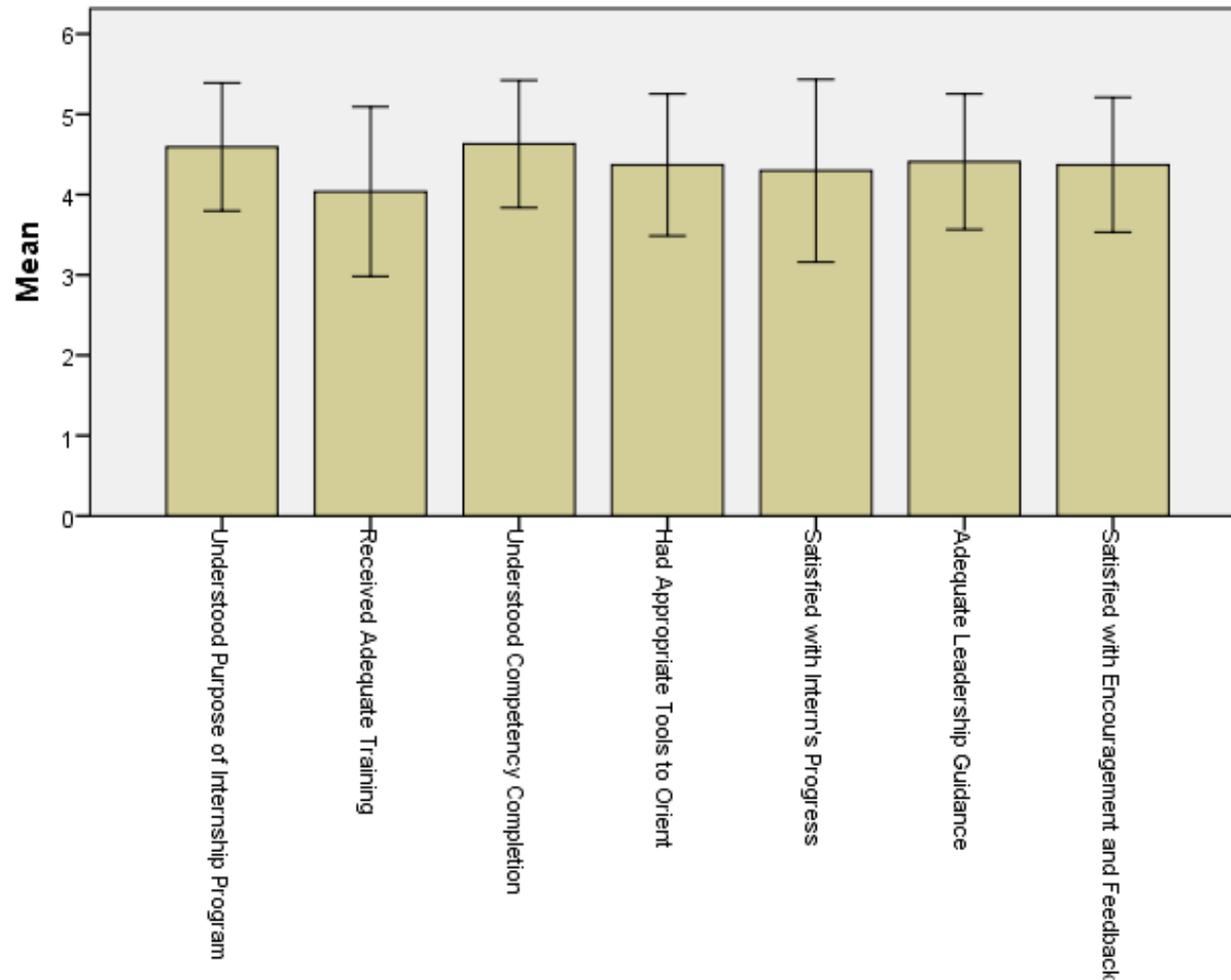
Goal 2: Determine satisfaction of nurse interns and preceptors

- Survey completion (n=26; 100%)
- Modified Casey-Fink Graduate Nurse Experience survey: 5 Likert-scale items ranging from 1 (very dissatisfied) to 5 (very satisfied)

INTERN RESPONSES RELATED TO SATISFACTION



PRECEPTOR RESPONSES RELATED TO SATISFACTION



Error bars: +/- 1 SD

CASEY-FINK GRADUATE NURSE EXPERIENCE

SURVEY SUBSCALE ITEMS

- Items were divided into subscale scores
- Scale ranged from 1 (strongly disagree) to 4 (strongly agree)
- Subscale with the highest ratings:
 - Professional satisfaction ($\mu=3.67$, $SD=.42$)
 - Support ($\mu=3.55$, $SD=.35$)
- Highest rating: “There are positive role models for me to observe on my unit.” ($\mu=3.77$, $SD=.43$)
- Lowest rating: “I feel I may harm a patient due to my lack of knowledge and experience.” ($\mu=1.88$, $SD=.71$)

Goal 3: Assure employment offers were extended to those interns who were a good match with Del Sol's culture

- Selectivity for the internship program - 79% (26/33)
- Yield for the internship - 100%
- Yield for employment - 100%

Goal 4: Increase the proportion of BSN prepared RNs at Del Sol

- January 2012 - program baseline (58.8% BSN nurses)
- January 2013 - program completion (↑ to 65.8% BSN nurses)
- Z-test used for comparison: Significant increase in the proportion of BSN prepared RNs as evidenced with the statistical Z-test of $Z = 2.44$, $p < .05$ ($p = .0147$ for two-tailed probability)

Goal 6: Determine if improvements in graduate nurse's understanding of a patient's continuum of care occurred

- Qualitative feedback in weekly meetings
- Positive Intern Feedback
 - Felt prepared for RN-NCLEX
 - Felt like part of the department and respected by experienced nurses
 - Felt better prepared to care for patient population through community practicum experience
 - Expressed decreased anxiety as new graduates
 - Expressed would participate in a program such as this all over again
- Suggestions for improvements
 - Add a death and dying course
 - Add a course on chest tubes
 - Change the order of practicums (community practicum prior to acute care practicum)

Goal 7: Determine if improvements in RN recruitment and retention to specific specialty areas occurred

- Matching to area of interest
 - (n=17, 65.4%) first area of interest
 - (n=8, 30.8%) second area of interest* (ICU vs CVICU)
 - (n=1, 3.8%) third area of interest
- 100% were hired into their trained, specialty area
- **First time RN-NCLEX pass rate = 96%**

LESSONS LEARNED

- (1) Involve preceptors/faculty early in process
- (2) Track competency completion early in semester
- (3) Strong collaboration must exist for program's success
- (4) Positive faculty feedback compared with other UTEP students not participating in the program
- (5) Del Sol and UTEP executive champions – crucial
- (6) No additional resources needed

PROGRAM RESULTS 2012-2014

- Completing 7th cohort of interns (n = 102)
- Retention at year 1 = 96%
- Retention at year 2 = 82%

- Expanded to L&D, postpartum, and perioperative areas
- Added 8th semester summer graduating students to program

PUBLICATION

Stout, C., Short, N., Aldrich, K., Cintron, R.J., & Provencio-Vasquez, E. (2015). Meeting *The Future of Nursing Report™* Recommendations: A Successful Practice-Academic Partnership. *Nursing Economic\$,* 33(3), 161-166.