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Iowa Online Nurse Residency Program

National Organization of State Offices of Rural Health Region E Meeting
July 12, 2022

Bridging the Gap in Today's Nursing Workforce

Jessica Grote, DNP, RN, NPD-BC
University of Iowa College of Nursing
Iowa Online Nurse Residency Program Coordinator

IOWA | NURSING

Go to **www.menti.com** and use the code **6303 0308**

What best describes your current role?

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Average age

52

years old

(and rising)

4.9 Million RN's

19%

Over 65 years old

NCSBN, 2021

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Nursing Shortage

Discussed since early 2010's

30%

of nurses intending to leave or are undecided about leaving their position

17-30%

new grad turnover rate

AACN, 2020
Davis, 2021
Raso, Fitzpatrick, & Masick, 2021

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Job growth

9%

From 2020-2030
predicted by the Bureau of Labor Statistics

Increased Demand

Due to aging and an increase in chronic disease

AACN, 2020
U.S. Bureau of Labor Statistics, 2022

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Traveling Nurses make anywhere from

$40-$80

Per Hour

Inadequate Workforce support

HIGH

Dissatisfaction with role

AACN, 2020
Nursingprocess, 2022

What can we do?

The Dilemma

- Do we hire new graduates?
- How can we provide the support they need with limited human resources?
- How can we afford solutions without breaking the bank?

Go to **www.menti.com** and use the code **6303 0308**

How do we bridge the gap?

What if?

Guidance & Partnership

Enroll Just 1 Nurse

Funding Opportunities

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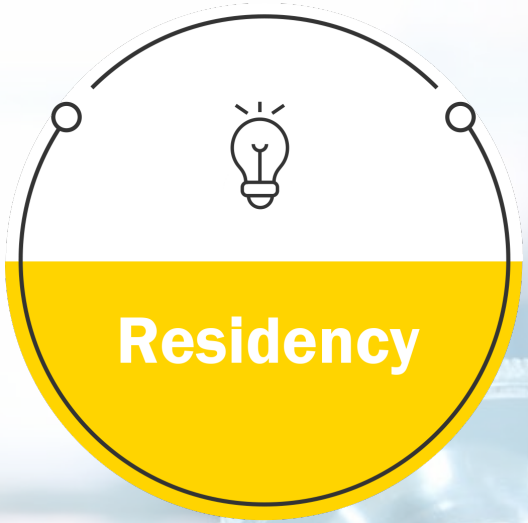

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Robust Onboarding

Acquire knowledge, skills, and behaviors

Supporting Nurses: Training for Preceptors, Mentors, & Coaches

- Roles of Learning Champions
- Self-Management
- Relationships with Learners
- Adult Learning
- Evaluation & Feedback
- Practical Teaching Strategies

Learning Champion Development

Roles & Responsibilities	Self-Management	Adult Learning Principles	Diverse Learners	Establishing Trusting Relationships
Communication	Learning & Teaching Styles	Learning Needs & Plans	Evaluating Performance	Constructive Feedback
	Difficult Conversations	Facilitating Critical Thinking	Developing Time Management	

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Designed with Rural Organizations in Mind

100%
ASYNCHRONOUS

ENROLL
ANYTIME

EARN 5
HOURS OF CE

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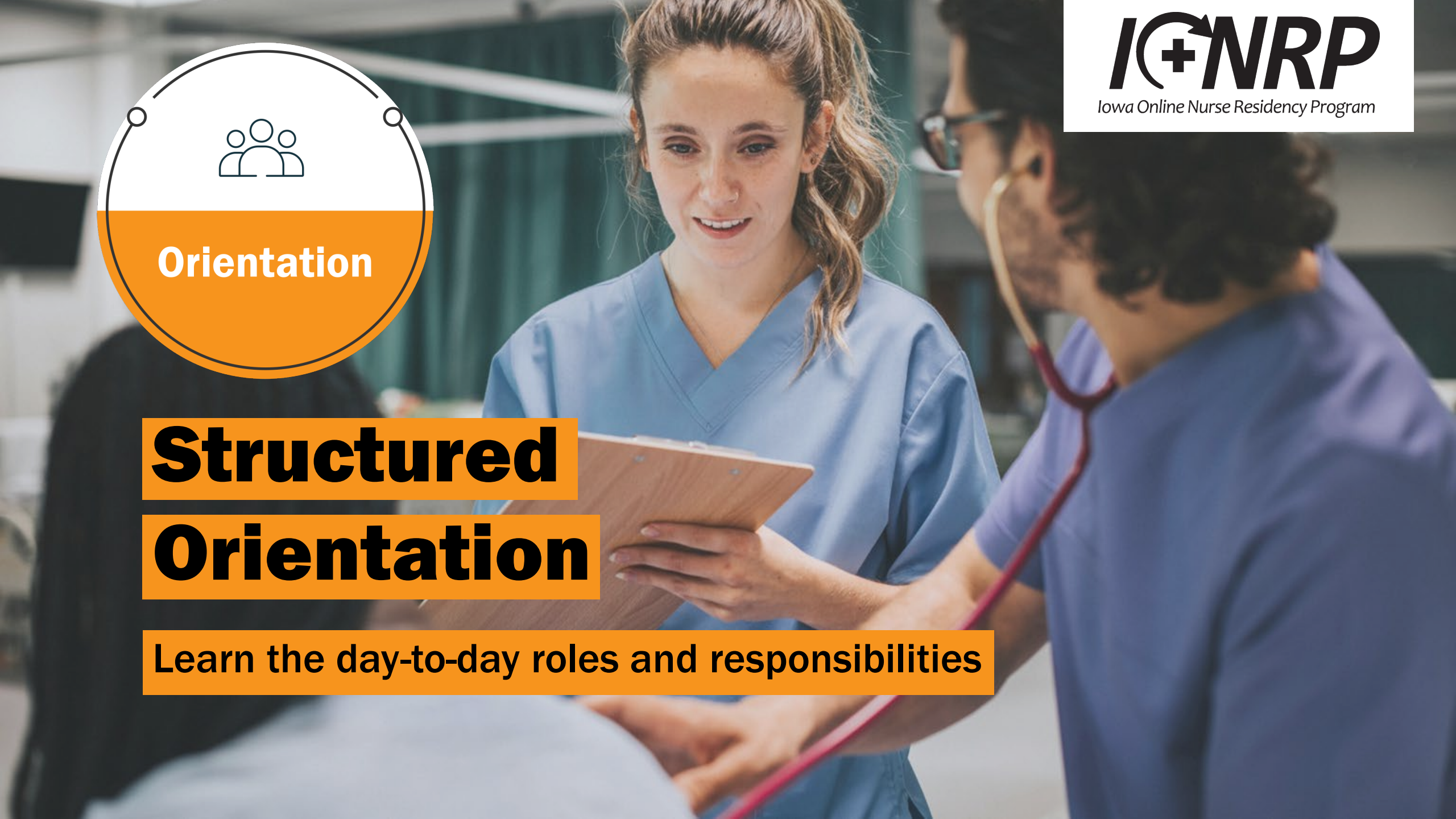
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Orientation
Structured Orientation
Learn the day-to-day roles and responsibilities

Vermont Nurses in Partnership

Alliance for Clinical Transition Support Tools

- Universal Competency Tools
- Specific Competency Tools
- Coaching Plans

Coaching Plans
Specific
Universal

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Residency
Residency for New to Practice RNs
Role transition & workplace acculturation

ANCC

AMERICAN NURSES CREDENTIALING CENTER

Planned, comprehensive program

Newly licensed RNs < 12 months of experience

Acquire the knowledge, skills, and professional behaviors to deliver safe, quality care.

(ANCC, 2020)

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1970's

Marlene Kramer
Reality Shock

1980's

Patricia Benner
Novice to Expert

1990's/2000's

Judy Boychuk Duchscher
Transition Theory

History of Nurse Residency

First 12 Months of Practice for a New Graduate

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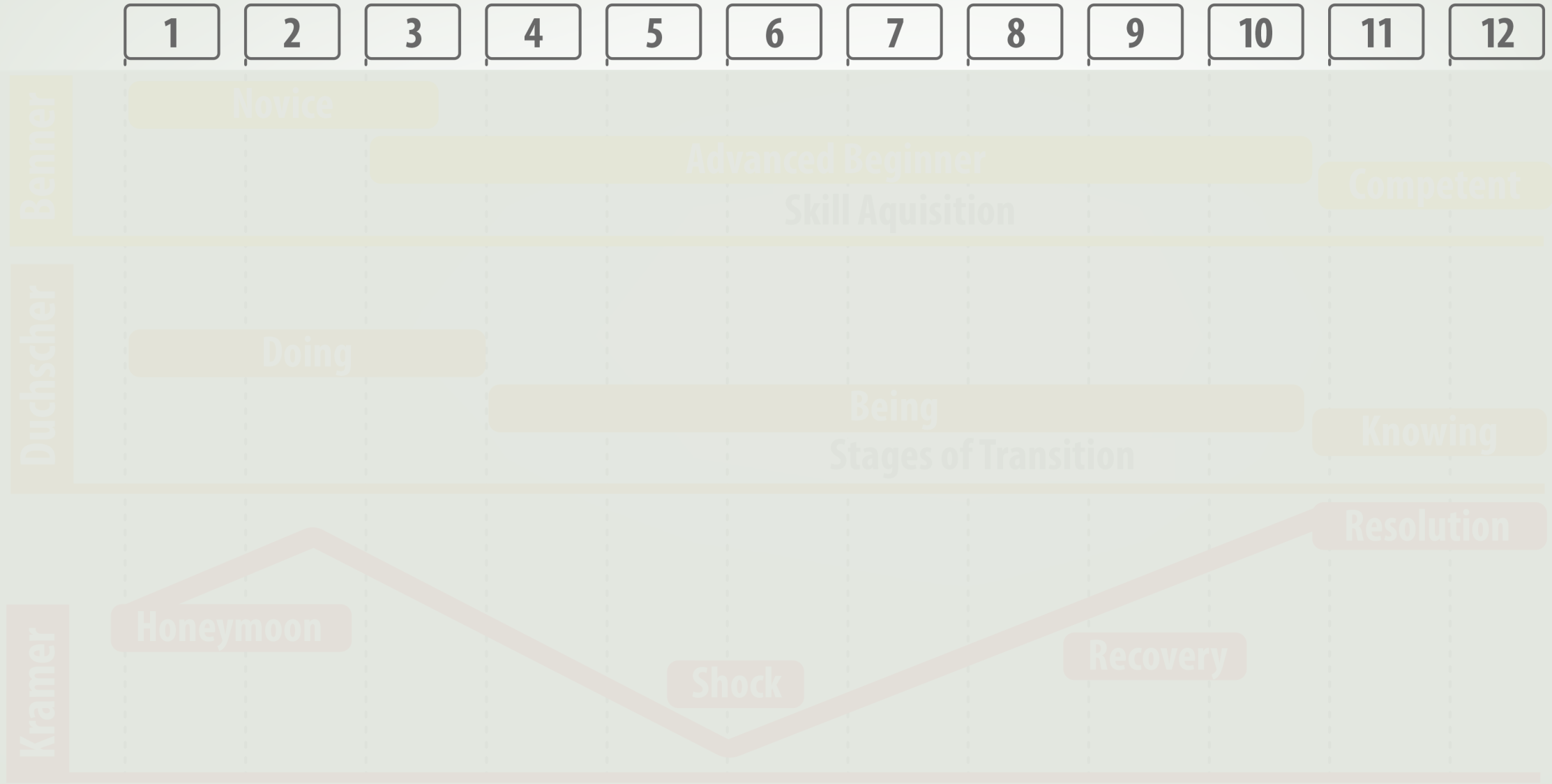

First 12 Months of Practice for a New Graduate

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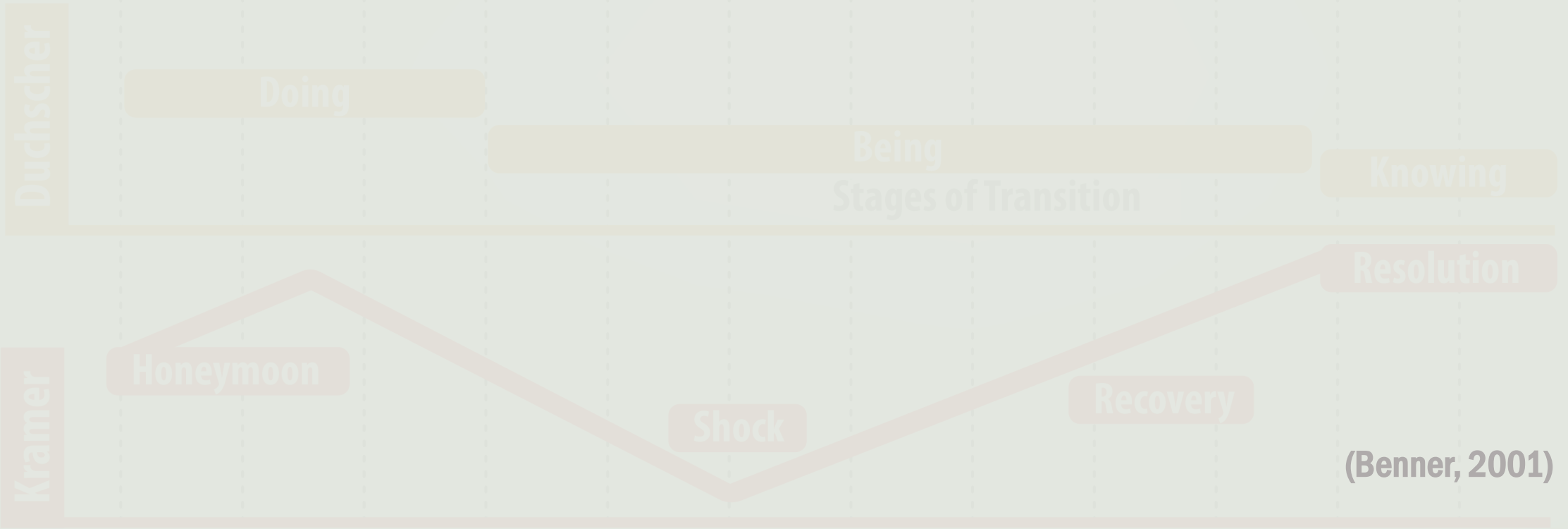
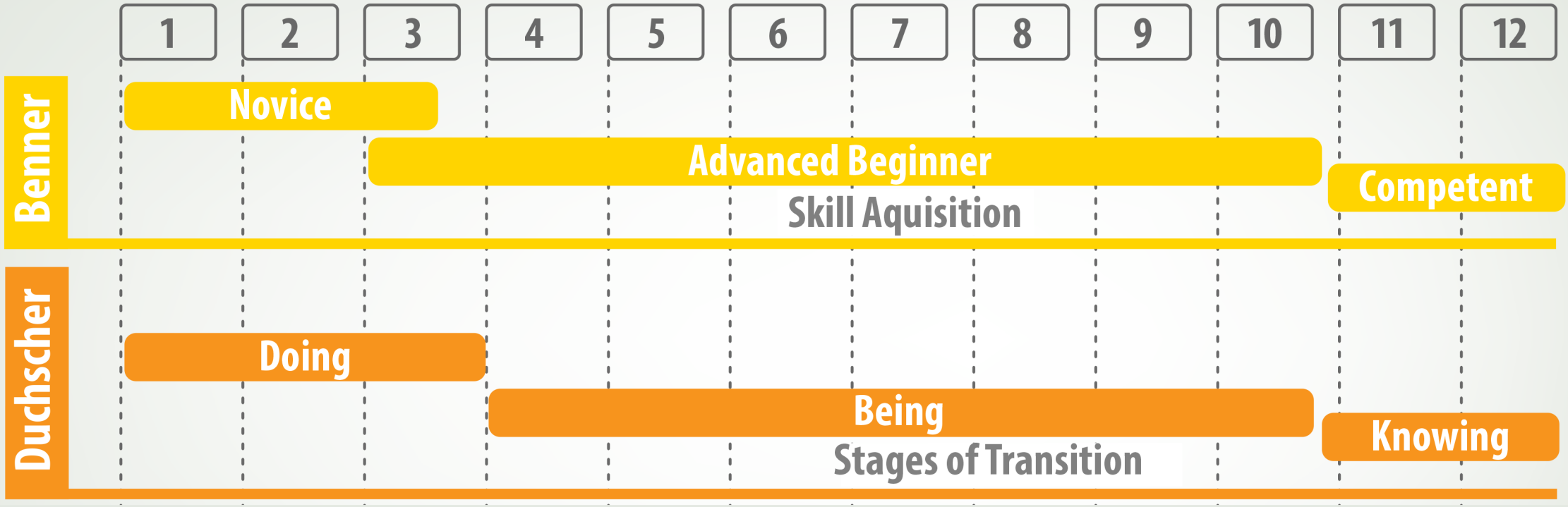


(Benner, 2001)

First 12 Months of Practice for a New Graduate

Iowa Online Nurse Residency Program



(Boychuk Duchscher, 2001)

First 12 Months of Practice for a New Graduate

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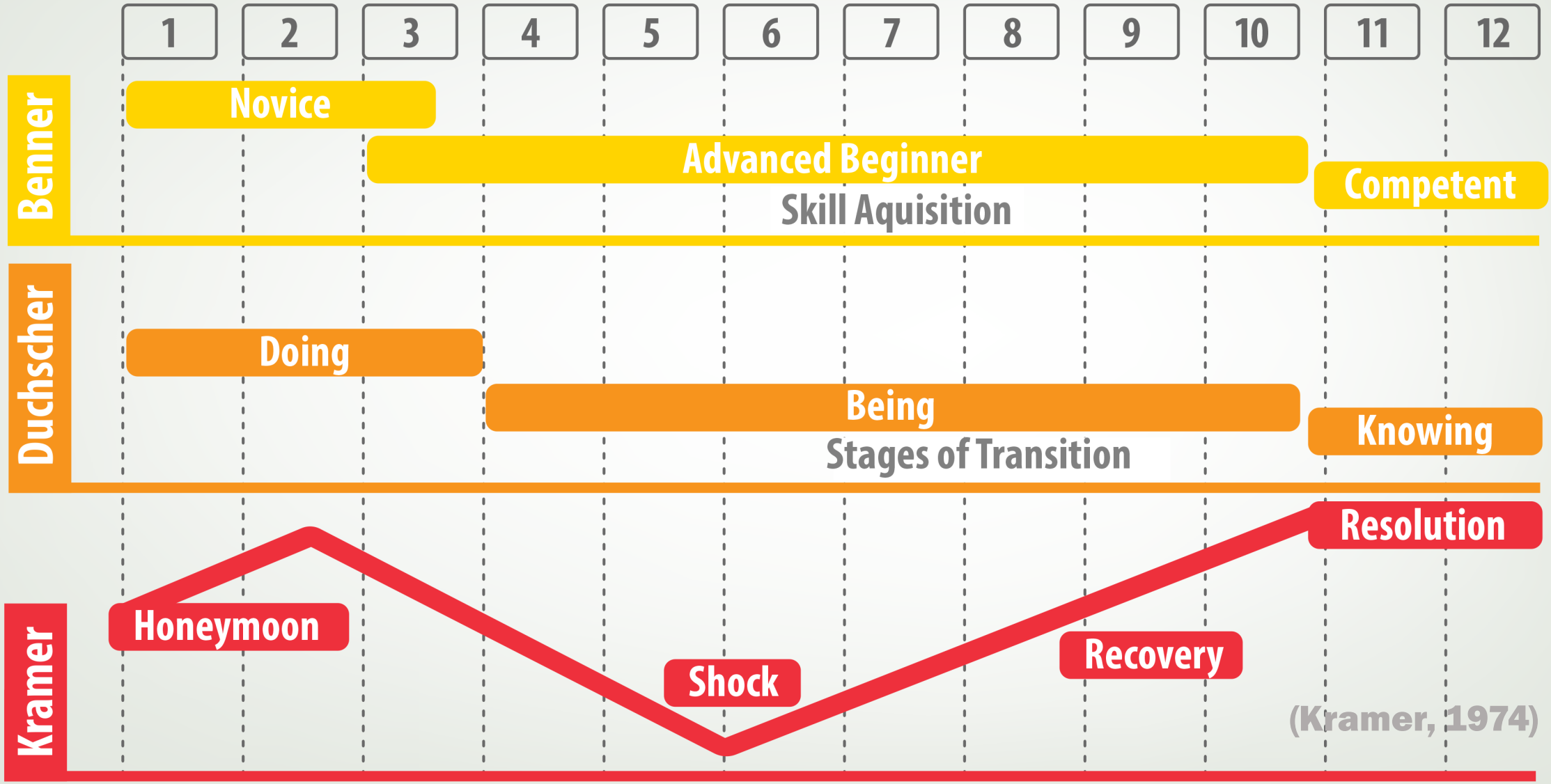

WellBeing Continuum

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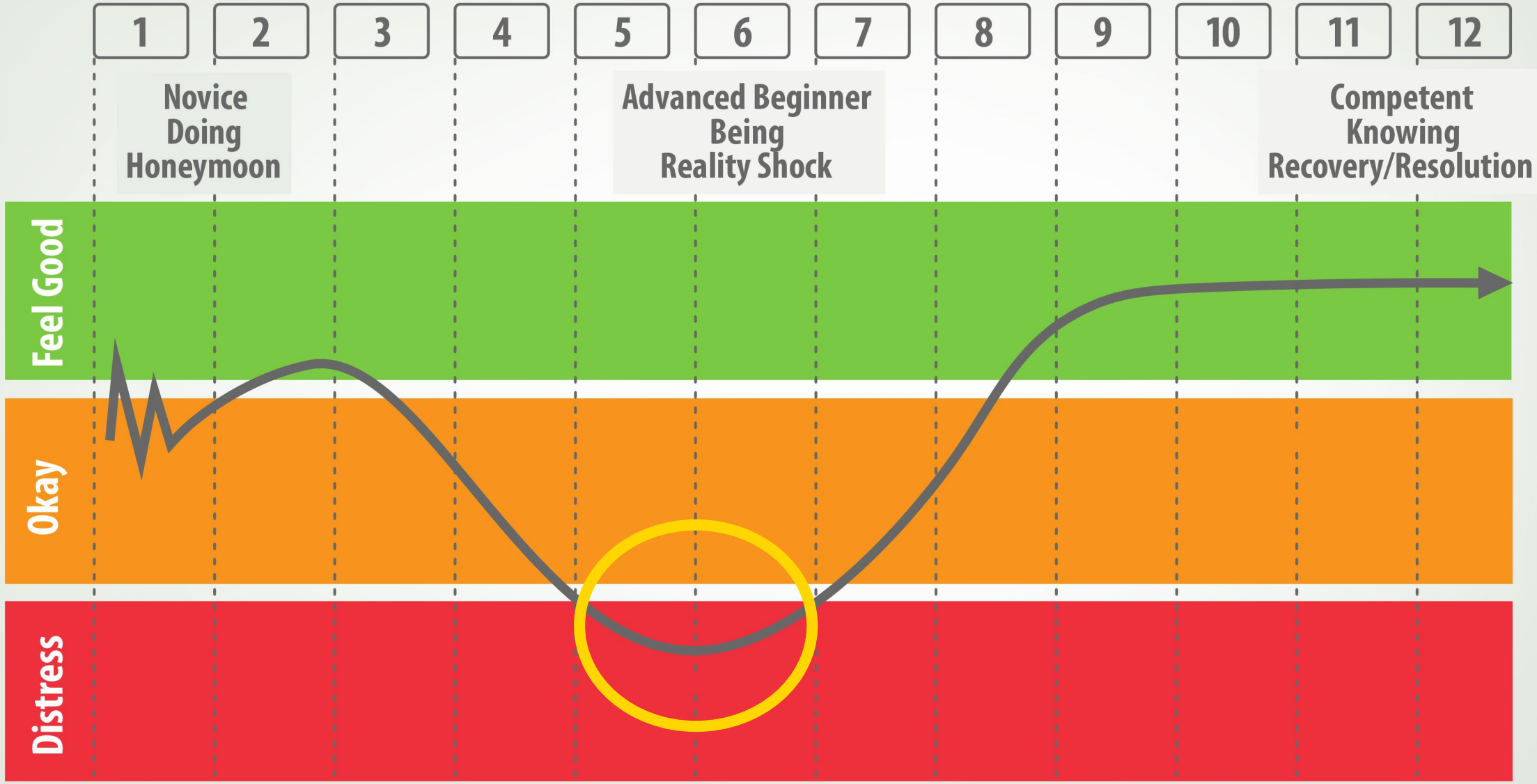

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History of Nurse Residency

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Advisory Board Company:
Bridging Preparation – Practice Gap

2008

IOM:
Future of Nursing Report

2010

NCSBN:
Transition-to-Practice Study

2015

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↓ Stress

↓ Turnover

↓ Fewer Errors

(Asber, 2019)
(Spector, 2015)

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- ↑ Safety Practices
- ↑ Quality Outcomes
- ↑ Competence
- ↑ Confidence
- ↑ Job Satisfaction
- ↑ Leadership/Teamwork
- ↑ Communication Skills

(Spector, 2015)
(Wilson, 2018)

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Where are all the programs?

Hospitals 250 +

48% reported operating an NRP

Hospitals All Sizes

36.9% reported offering an NRP

(Barnett et al., 2014)

Start Strong.
Start Anywhere.
Start Today.
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Multimodal Learning Approach

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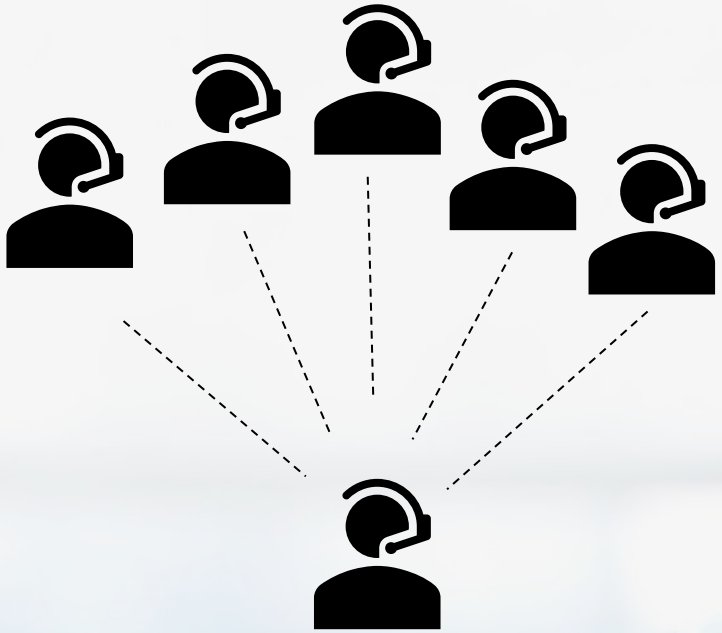
Delivery Options

All-Online Nurse Residency Program



- Enroll as few as 1 new nurse
- Network with resident from across the country
- Implementation and technical support provided

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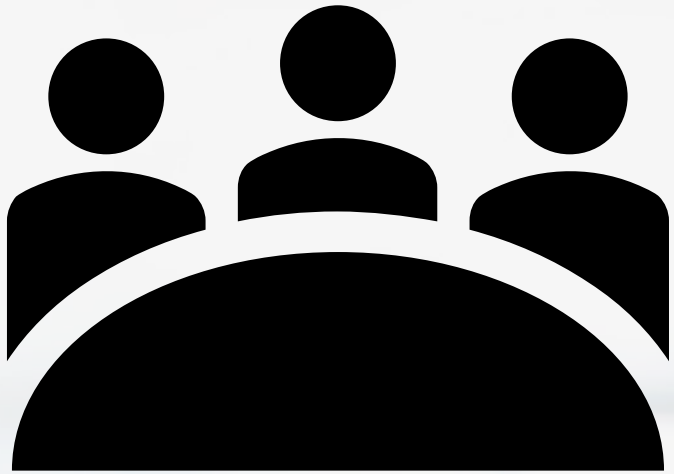
Blended Nurse Residency Program



- Enroll many new nurses
- Network across the organization
- Tools & resources to establish own program provided

Albuquerque, NM

Blended Program

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Mentoring

Ongoing Mentoring

Long-term career development, engagement, & succession planning

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Casey-Fink Survey

- 24 questions
- 4-point balanced response
- Higher score indicates more positive responses
- Subscales
  - Support
  - Stress
  - Communication & Leadership
  - Professional Satisfaction
  - Patient Safety

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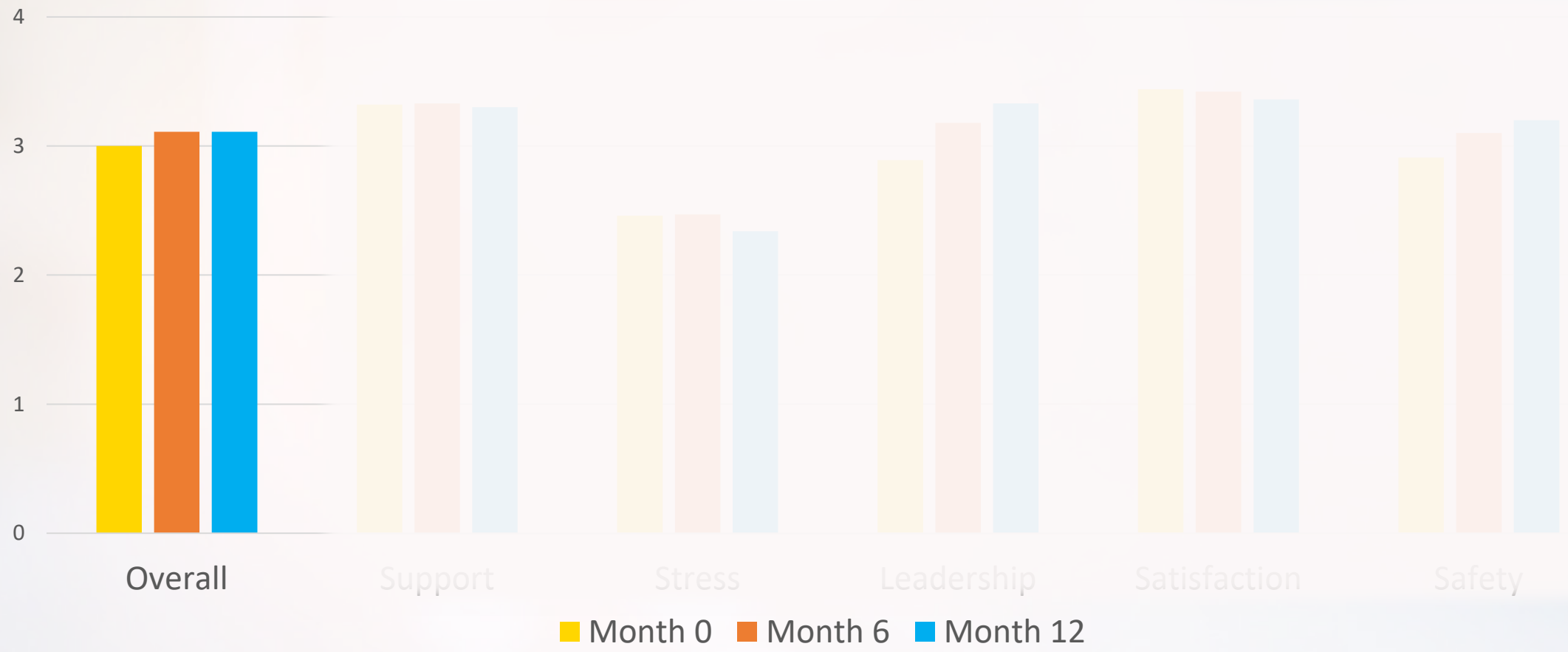
All Data 2019-2022



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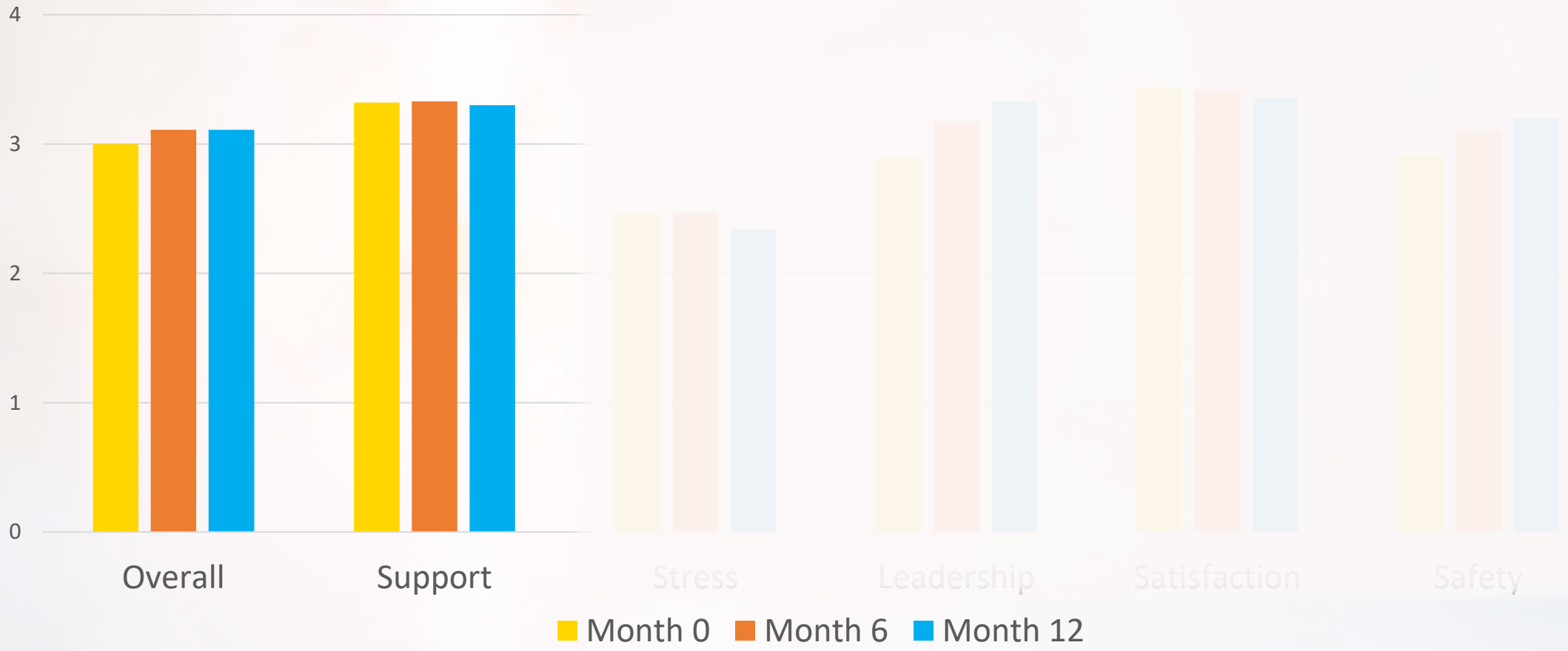

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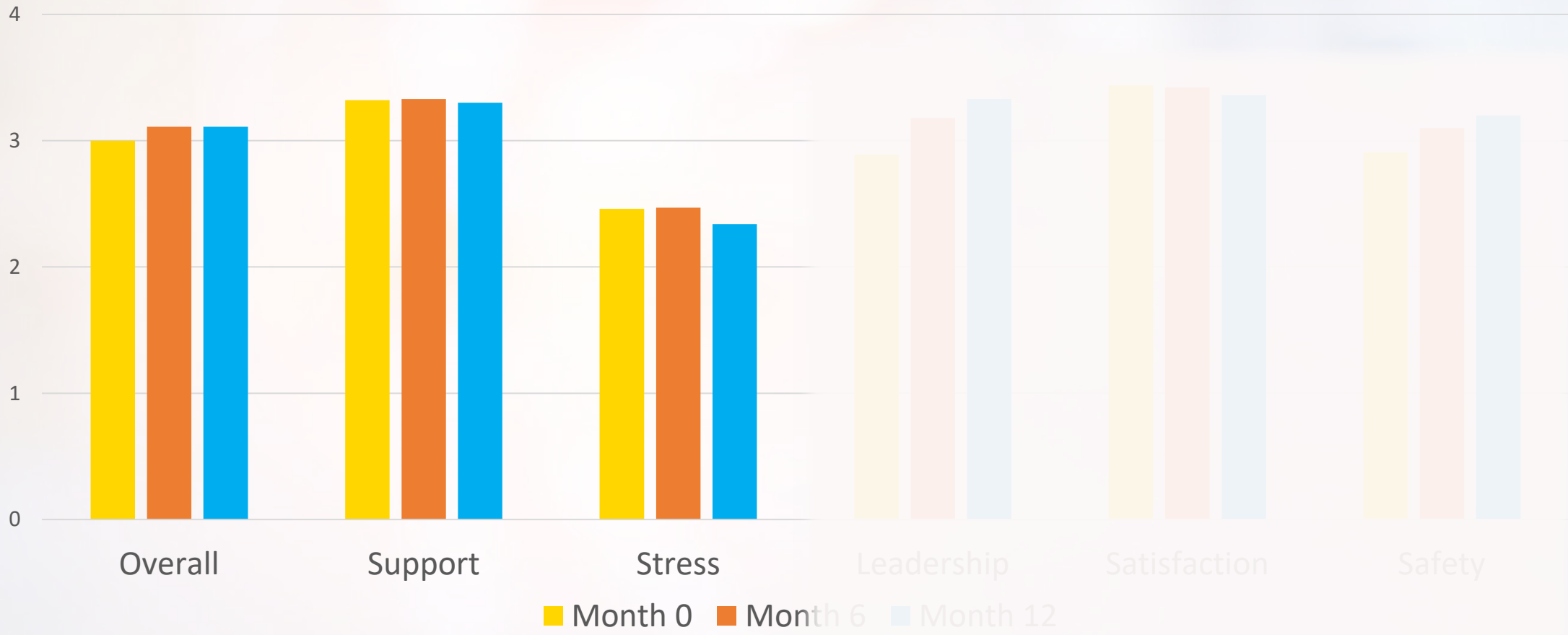

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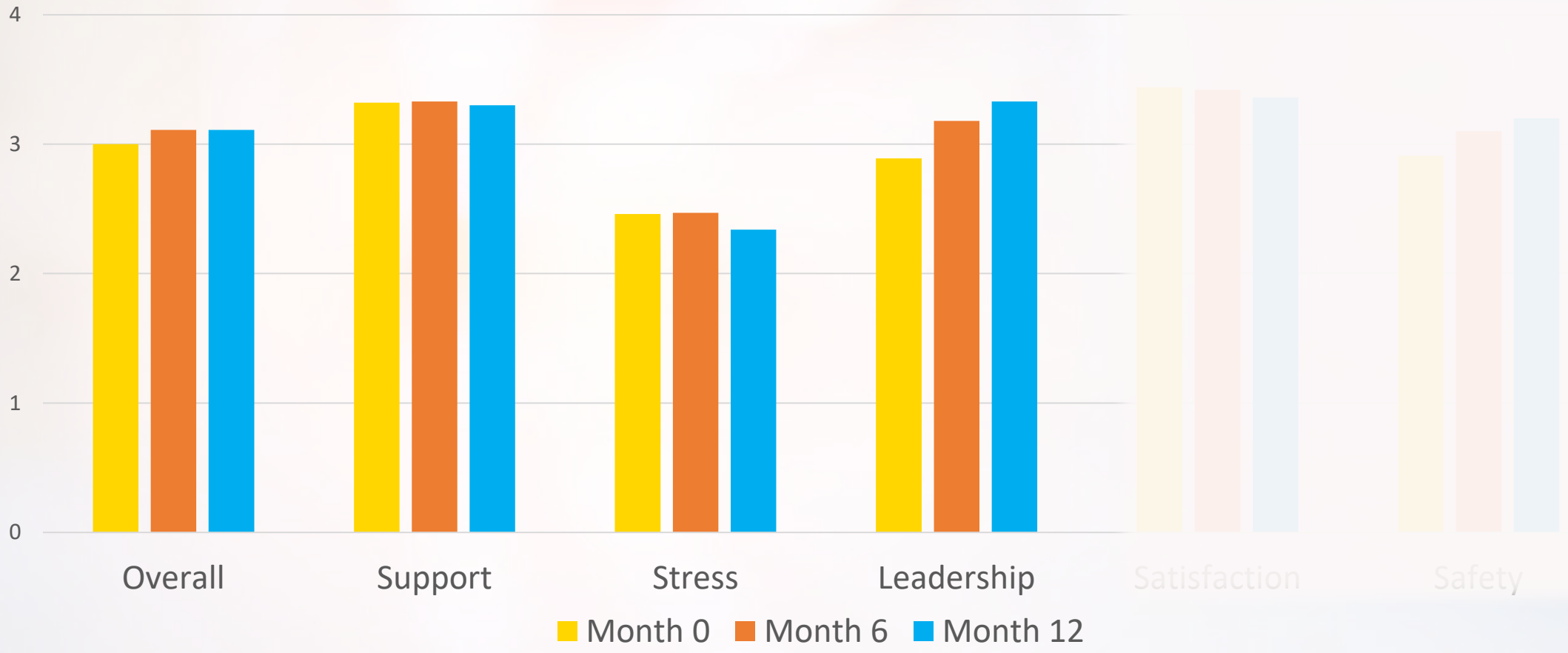

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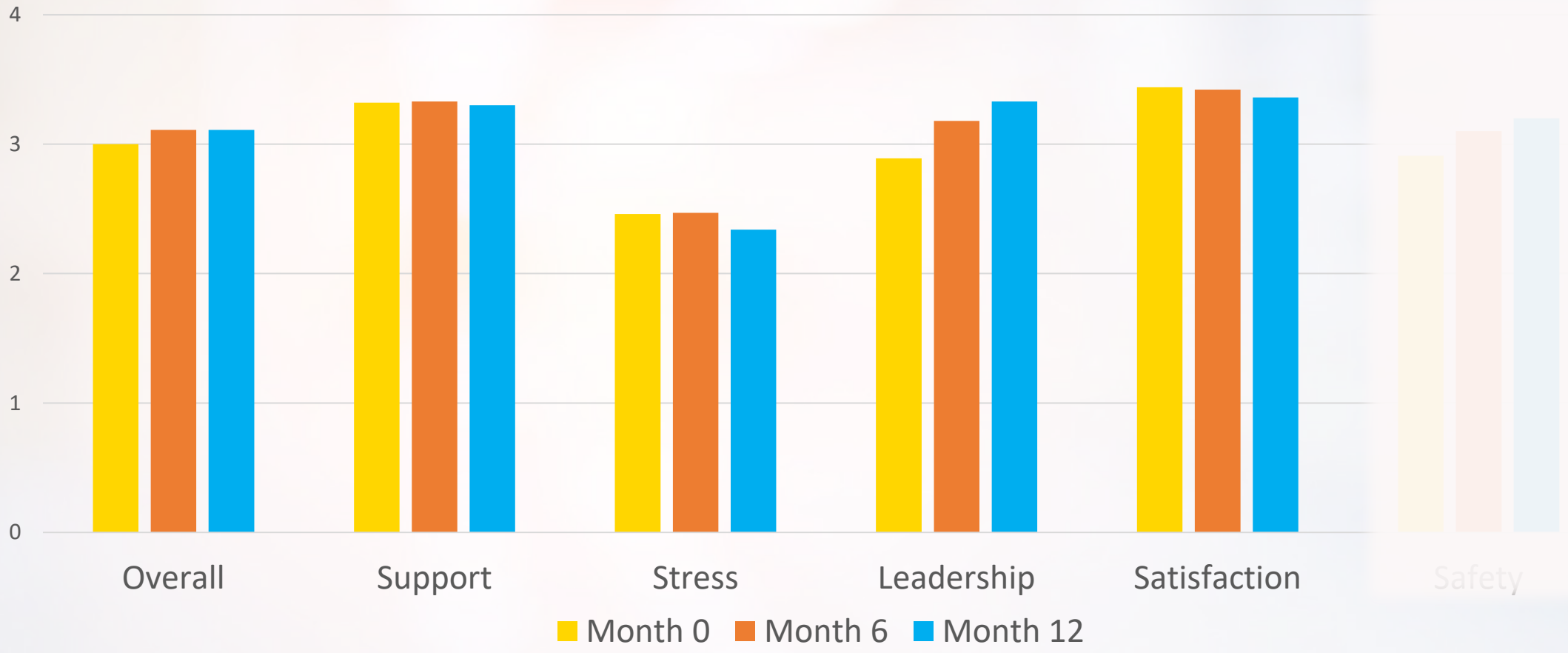

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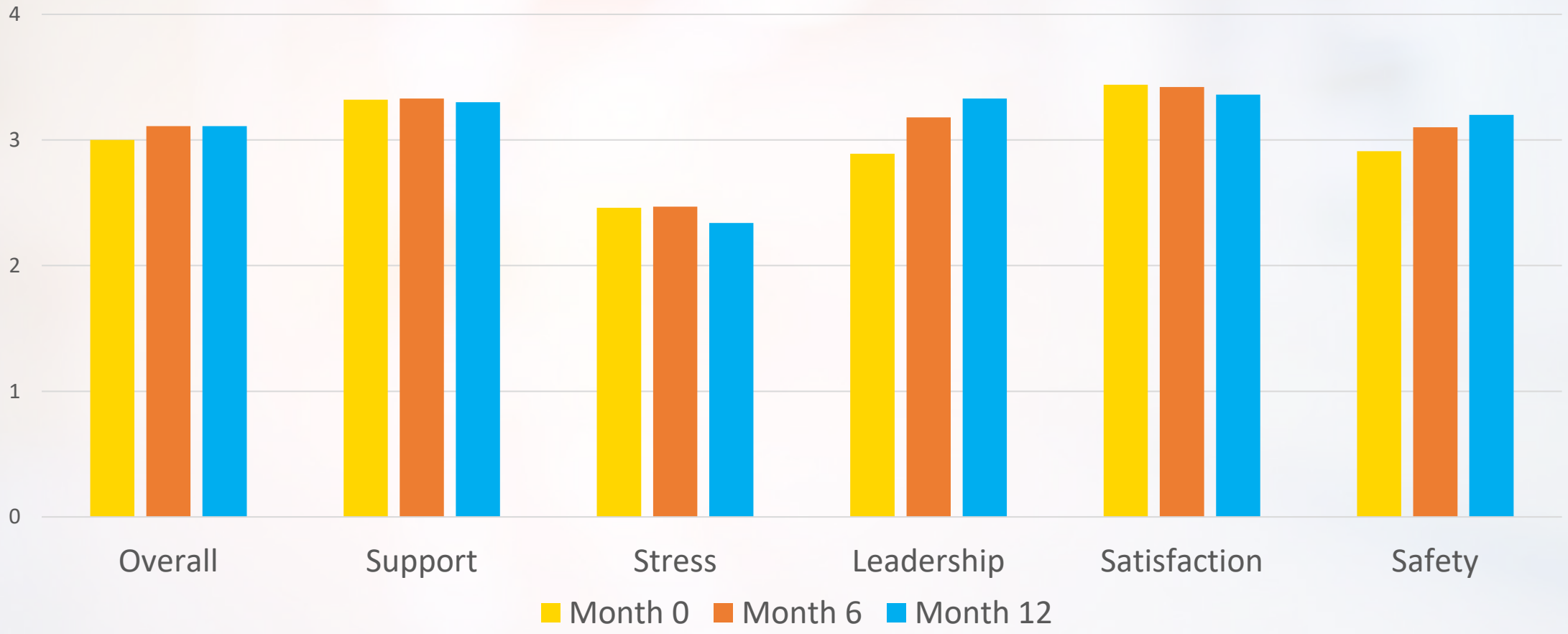


What about the funding?

Budget Allocations

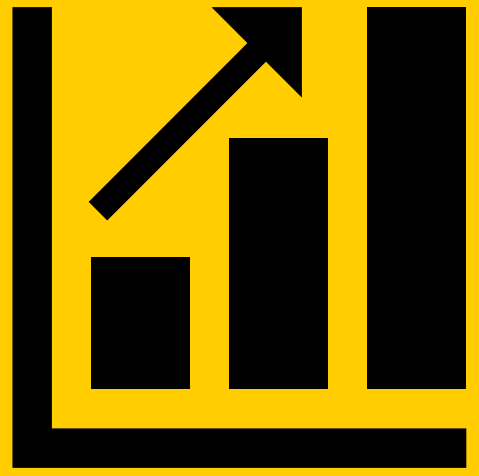
Hospital Foundations

HRSA Flex Program

Registered Apprenticeships

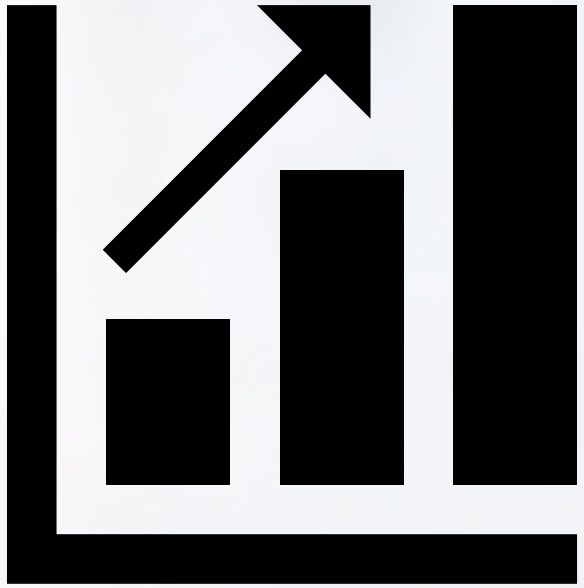
Funding Sources

HRSA Flex Program



Registered Apprenticeships

HRSA Flex Program



Oregon Office of Rural Health

- Identified recruiting and retaining bedside nurses as a major challenge
- Compared 5 programs related to length, cost, resources, and integration of mentoring
- Partnered with IONRP
- Fall of 2019 – enrolled 19 new graduates nurses
- 63% completion rate (COVID was a major issue)

North Dakota Office of Rural Health

- Exploring nurse residency from a state perspective
- Looking to use what is available and not recreate wheel
- Using Flex Program to offer funding for 5-7 new graduates
- Starting in late summer/early fall 2022

Registered Apprenticeship

Registered Apprenticeship

"…approach for preparing workers for jobs while meeting the needs of the business for a highly-skilled workforce."

"…learn while you earn model that provides on-the-job training with job-related instruction…"

Source: (United States Department of Labor, n.d.)

Apprenticeship Components

ON-THE-JOB LEARNING

COMPETENCY VALIDATION

RELATED TRAINING

EARN WHILE THEY LEARN

Nurse Residency

PRACTICE-BASED LEARNING

NURSING PROFESSIONAL DEVELOPMENT

COMPETENCY EVALUATED

RESIDENTS EARN WHILE THEY WORK AND LEARN

Apprenticeship

ON-THE-JOB LEARNING

RELATED-TRAINING INSTRUCTION

COMPETENCY VALIDATED

APPRENTICES EARN WHILE THEY LEARN

ON-THE-JOB LEARNING (ORIENTATION)

Training for Preceptors & Mentors

WORK WITH PRECEPTOR TO VALIDATE COMPETENCY

Competency Based Orientation Tools

RELATED TRAINING (NURSE RESIDENCY)

Online Nurse Residency Program

EARN WHILE THEY LEARN

Apprenticeship Funds

Funding Opportunities

SAE - State Expansion Grant

ASE - Apprenticeship State Expansion Grant

SAE 2020 - State Expansion Grant 2020

APPRENTICESHIP FUNDING

June 2019

Awards totaling $283.8 million

- → Expand apprenticeships
- → Close the skill gap

Source: (US Department of Labor, 2019)

ApprenticeshipUSA State Expansion Grant 2020

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IOWA'S REGISTERED APPRENTICESHIP PROGRAMS

$ EARN × LEARN

Iowa Opportunity:
Apprenticeship USA State Expansion Grant 2020

- RA Programs in the healthcare affected by COVID-19
- $1,500 per Registered Apprentice
- Participants starting after November 1, 2020
- Available through June 30, 2023 unless funds deplete earlier

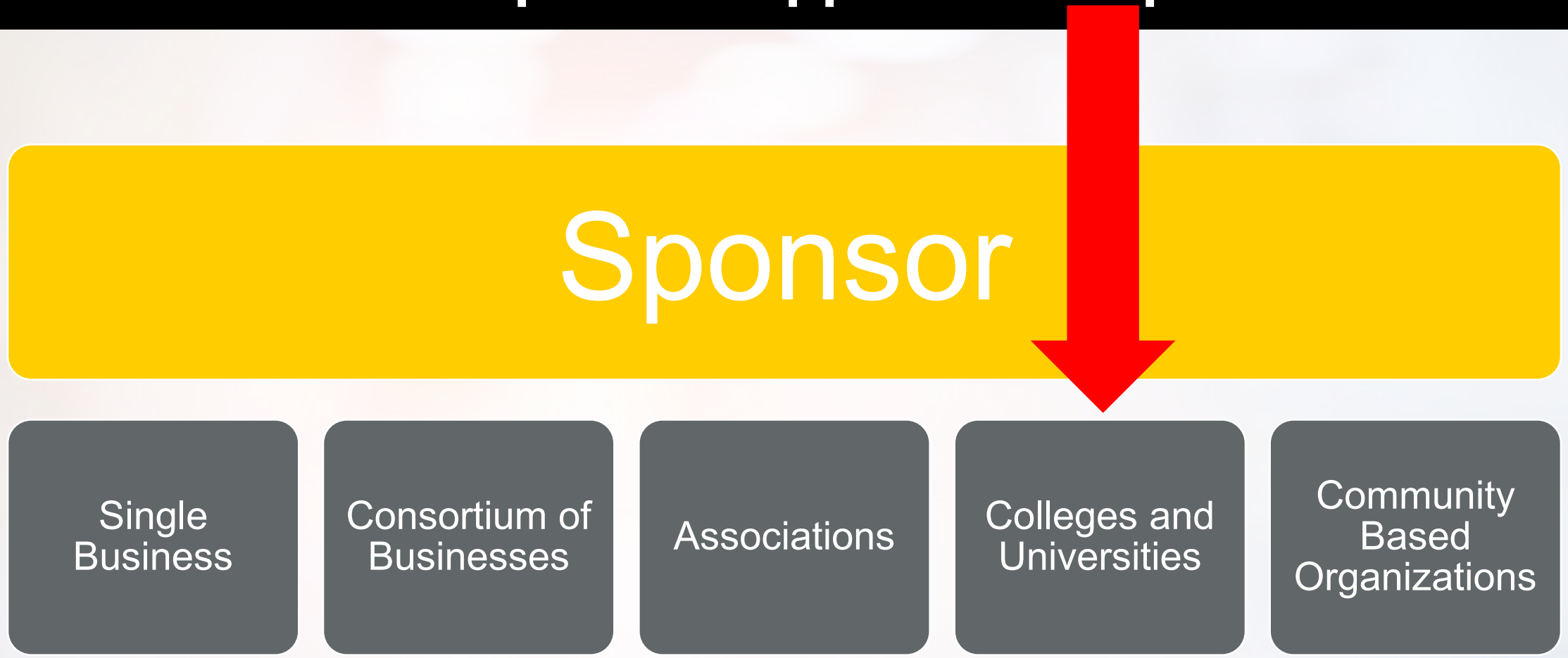
Allowable Expenses

- ✓ RTI (nurse residency) for the Registered Apprentice
  - Fees paid to IONRP
- ✓ Support for OJT (orientation)
  - reimburse employers up to 50% of the Registered Apprentice wage or mentor's wage
- ✓ Supportive Services, which may include but not limited to:
  - Transportation
  - Childcare
  - Dependent care
  - Tools related to the OJT component of the RA Program
    - Stethoscope
    - Watch with second hand
    - Uniforms
    - Any tool or item that will help them with their OJT

ASE, SAE, SAE 2020 Grant

Alaska
Alabama
Arkansas
Arizona
California
Colorado
Delaware
Florida
Georgia
Hawaii
Iowa
Idaho
Illinois
Indiana
Kansas
Kentucky
Louisiana
Massachusetts
Maryland
Maine
Michigan
Minnesota
Missouri
Mississippi
Montana
North Carolina
North Dakota
Nebraska
New Hampshire
New Jersey
New Mexico
Nevada
New York
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
South Dakota
Tennessee
Texas
Utah
Virginia
Vermont
Washington
Wisconsin
West Virginia
Wyoming

Who Operates Apprenticeships?



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IONRP Sponsors Program

- Employer
  - Signs Standards
  - Facilitates OJT (orientation)
  - Oversees RTI (nurse residency)
  - Provides 1 pay increase
  - Completes Competency Verification Forms
- IONRP
  - Registers Employer with DOL
  - Registers RN Residents with DOL
  - Provides resources to support OJT (orientation)
  - Facilitates RTI (nurse residency)
  - Completes RN Residents with DOL

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Who Operates Apprenticeships?

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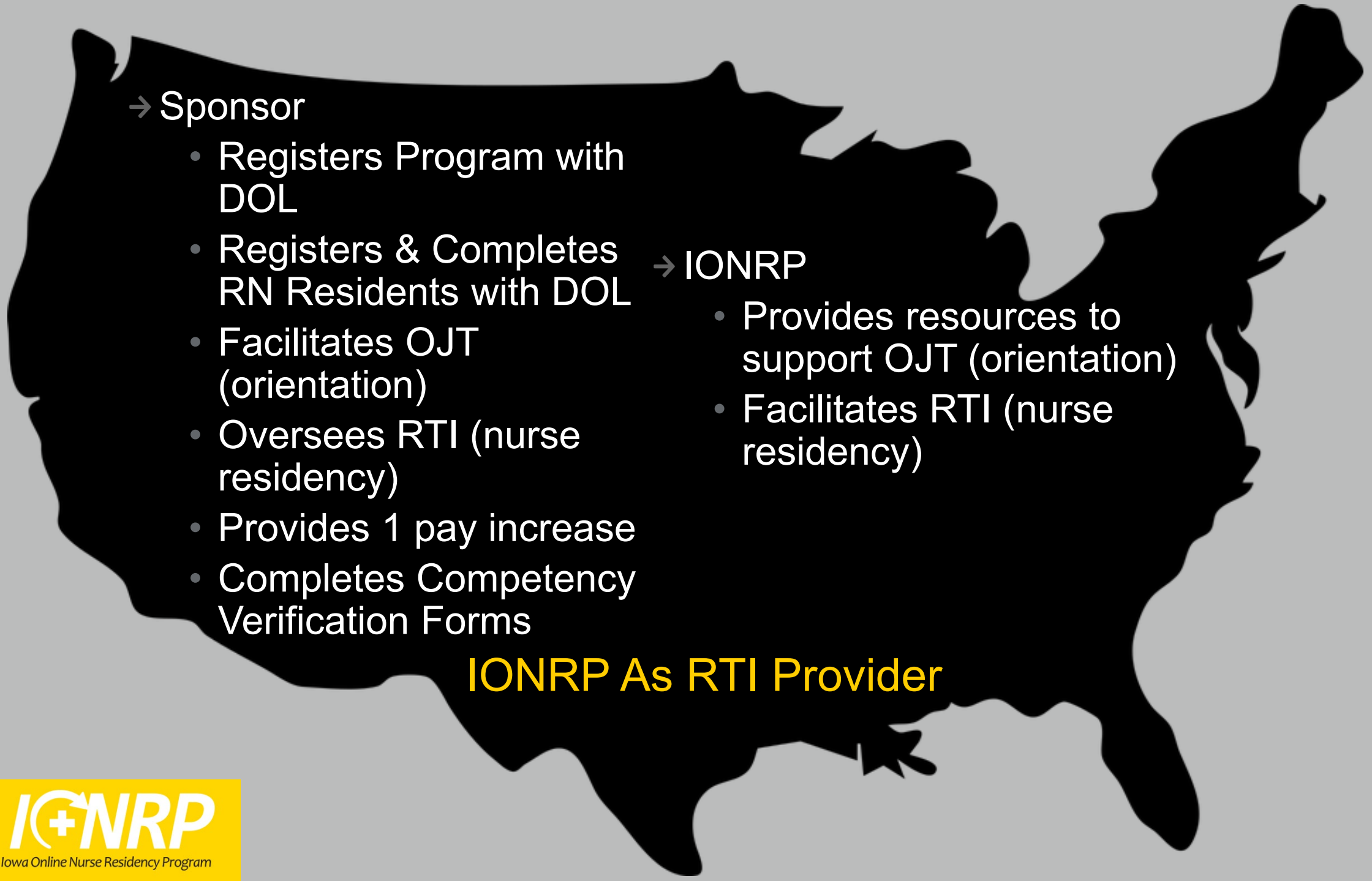

- Sponsor
  - Registers Program with DOL
  - Registers & Completes RN Residents with DOL
  - Facilitates OJT (orientation)
  - Oversees RTI (nurse residency)
  - Provides 1 pay increase
  - Completes Competency Verification Forms
- IONRP
  - Provides resources to support OJT (orientation)
  - Facilitates RTI (nurse residency)

IONRP As RTI Provider

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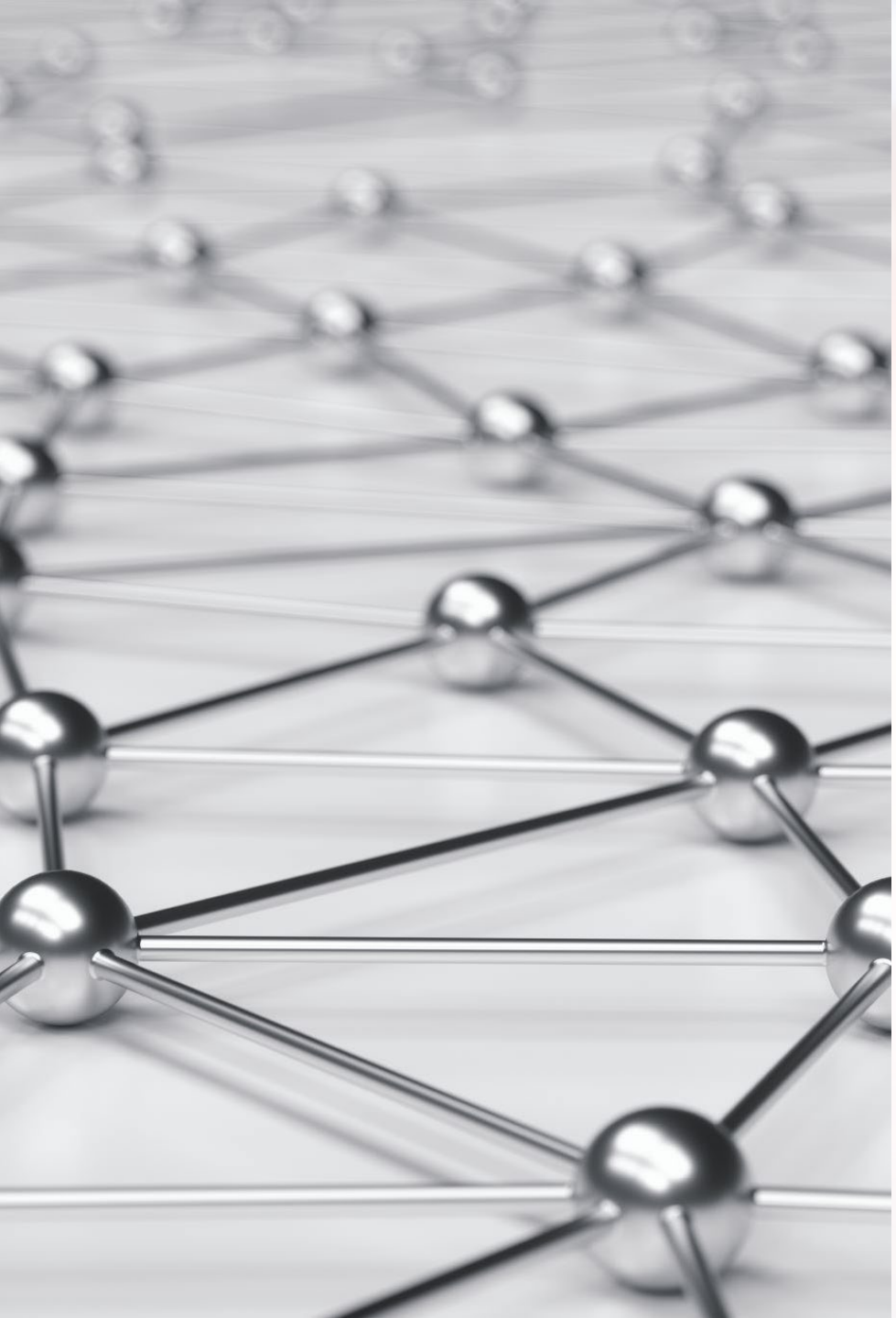
COLORADOCENTER

for Nursing Excellence



Workforce Innovation Nursing Network (WINN)

The Center = RA Sponsor

Works with rural Colorado employers to support new graduates RN hired

Provides

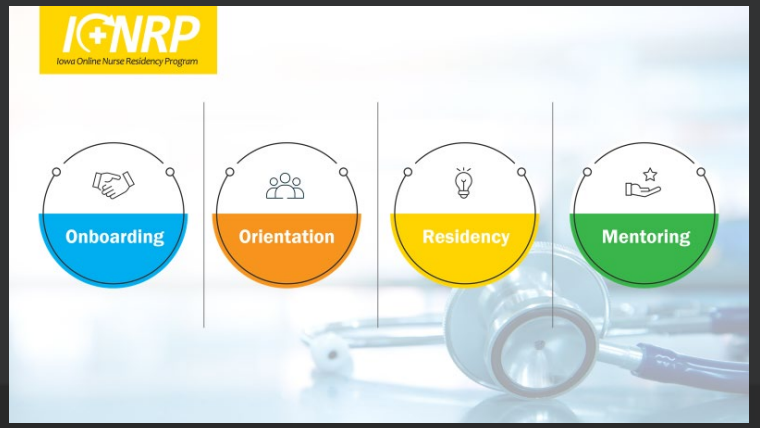
- ✓ **Training for Preceptors**
- ✓ **Clinical training opportunities through Denver Health**
- ✓ **Enrollment in the Iowa Online Nurse Residency Program**

Minimal cost to the Organization.

COLORADO CENTER FOR NURSING EXCELLENCE
Transforming Healthcare Through Workforce Innovation

Go to **www.menti.com** and use the code **6303 0308**

Has anyone here explored these funding options?



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1

Hire New Graduates

2

Partner to Provide Robust Support

3

Explore Funding Opportunities in Your State

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Start Strong.
Start Anywhere.
Start Today.
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Questions?

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nicole-weathers@uiowa.edu

Website: https://nursing.uiowa.edu/IONRP

Read more about our outcomes:

Wilson, T., Weathers, N., & Forneris, L. (2018). Evaluation of outcomes from an online nurse residency program. The Journal of Nursing Administration, 48(10), 495-501.

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THANK YOU