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Workforce Agreements that Benefit Students

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Objectives

After attending this presentation, participants will be able to:

- Describe the experience – complexity gap in nursing
- Identify nursing care delivery models that support having less experienced nurses in the workplace
- Discuss strategies nursing programs can use to prepare nursing graduates for new workforce challenges

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Background

Ivy Tech Community College

- Largest singly accredited Pre-Licensure Program in the US

- Graduate 1500 nurses annually.

- Fill workforce gaps

Union Health

- Three entities:
  - Union Hospital Terre Haute
  - Union Hospital Clinton
  - Union Medical Group
- Magnet® designated
- Primary Stroke Center/Stroke Ready
- Accredited Chest Pain Centers
- Ambulatory Network of 130+ Providers across 20+ locations

- This presentation will provide examples of the increasing experience-complexity gap we are seeing in nursing practice. Health systems across the United States are rushing to change care delivery models to ones that support having less experienced nurses in the workforce. The presentation will explore what these challenges mean for nursing programs and present strategies to support students so they are ready for transition to professional practice.

Experience-Complexity Gap in Nursing

Education

- AS in Nursing completed in 4 semesters
- Provide theory based on textbook information and evidence based practice information
- Prepare students for NCLEX exam
  - Exam lags behind practice by at least 2 years

Workforce

- Communication gaps
- Little to no clinical experience outside of academic preparation
- Novice with life skills
- Generational challenges

Nursing Care Delivery Models

- Care delivery models encompass traditional roles

- Incorporating student roles into care delivery models
  - Builds successful students
  - Matches on-the-job experiences with coursework/theory
  - Develops a robust pipeline for recruitment

Preparing Graduates for Workforce Challenges

- Community and Student Benefit Agreements

- Achieve Your Degree (AYD) Support (college)

- Apprenticeships

Apprenticeships

- Innovative, non-traditional method
- Students recruited in first semester nursing school (ASN program); hired in second semester
- Focus on success!

Apprenticeships – RN Students

- **Three (3) semesters Apprenticeship**
  - 16 hours/week paid by employer
  - Financial support
  - Experiences matched to academic coursework
    - RN Preceptor
    - Out-rotations
    - Shadow experiences
  - Completion of 48 competencies
  - Employment contract

Apprenticeships – RN Students

- Benefits:
  - Mentoring
  - Eliminates barriers
  - Partnership between academic institution and employer
  - Wrap-around support services
  - SUCCESSFUL new graduate RNs

- Cost:
  - Approximately $29,000 (employer)
  - Low financial burden for academic institution

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Early Success

Ivy Tech (Associates)	Indiana State University (BSN)

- Cohort 1: May 2022
  - 5 students (1 dropped)
  - Graduation Summer 2023 (4)

- Cohort 2: Jan 2023
  - 11 students
  - Graduation Dec 2023

- Cohort 1: Jan 2023
  - 9 students
  - Graduation May 2024

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