

New Jersey Action Coalition

RN Transitions into Practice
Residency Model for Long Term Care



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IOM Recommendations

- Remove scope of practice barriers
- Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Implement nurse residency programs
- Increase the proportion of nurses with a baccalaureate degree to 80% by 2020
- Double the number of nurses with a doctorate by 2020
- Ensure that nurses engage in lifelong learning
- Prepare and enable nurses to lead change to advance health
- Build an infrastructure for the collection and analysis of interprofessional health care workforce data

Future of Nursing: Leading Change Advancing Health (IOM, 2011)



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Background: Future of Nursing

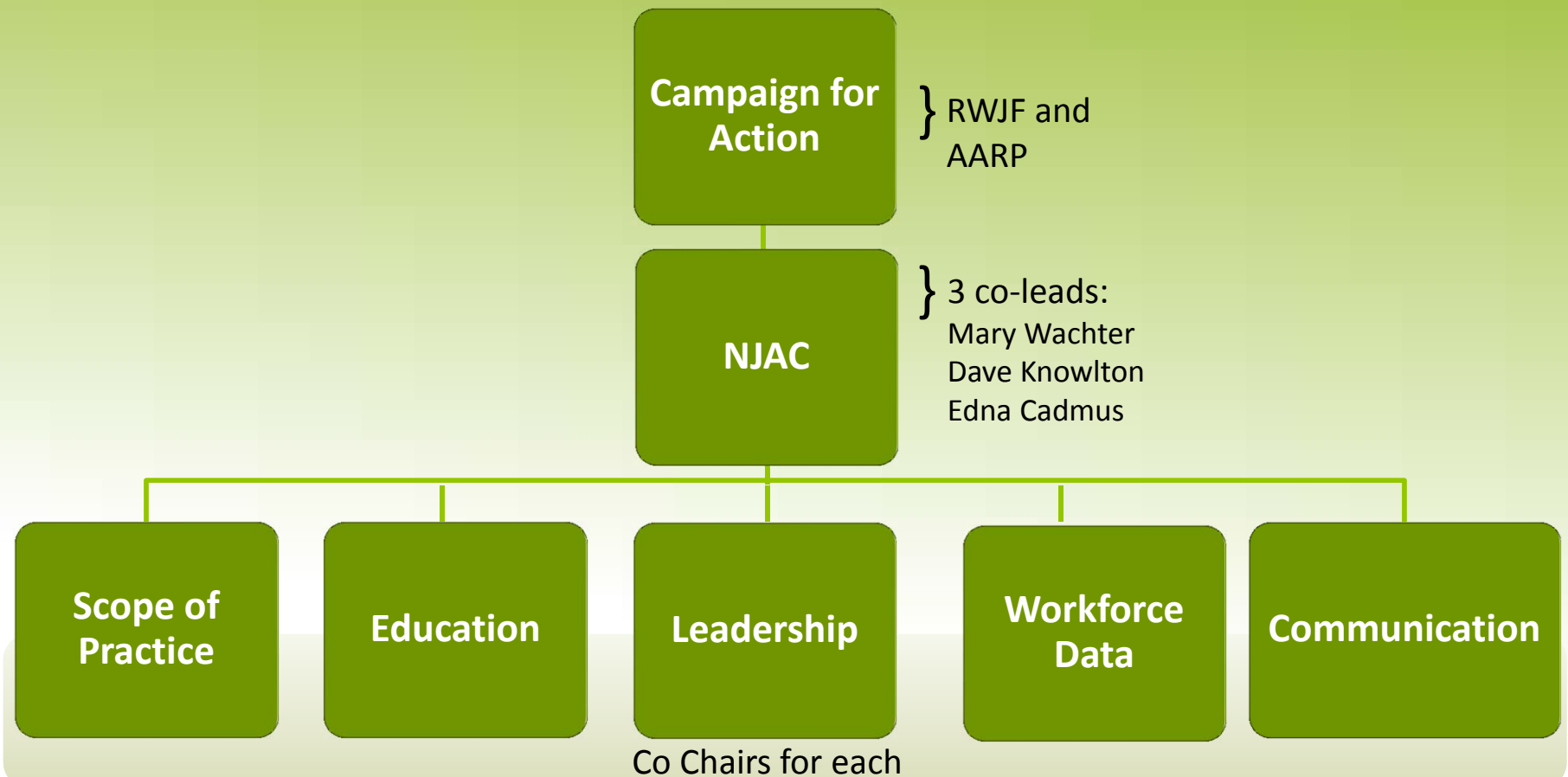
◆ Recommendation 3: Implement nurse residency programs.

- Health care organizations, HRSA, CMS, and philanthropic organizations **should fund the development and implementation of nurse residency programs across all practice settings.**
- **Health care organizations** that offer nurse residency programs and foundations should **evaluate the effectiveness of the residency programs in improving the retention of nurses, expanding competencies, and improving patient outcomes.** (S-10)



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NJAC Organization



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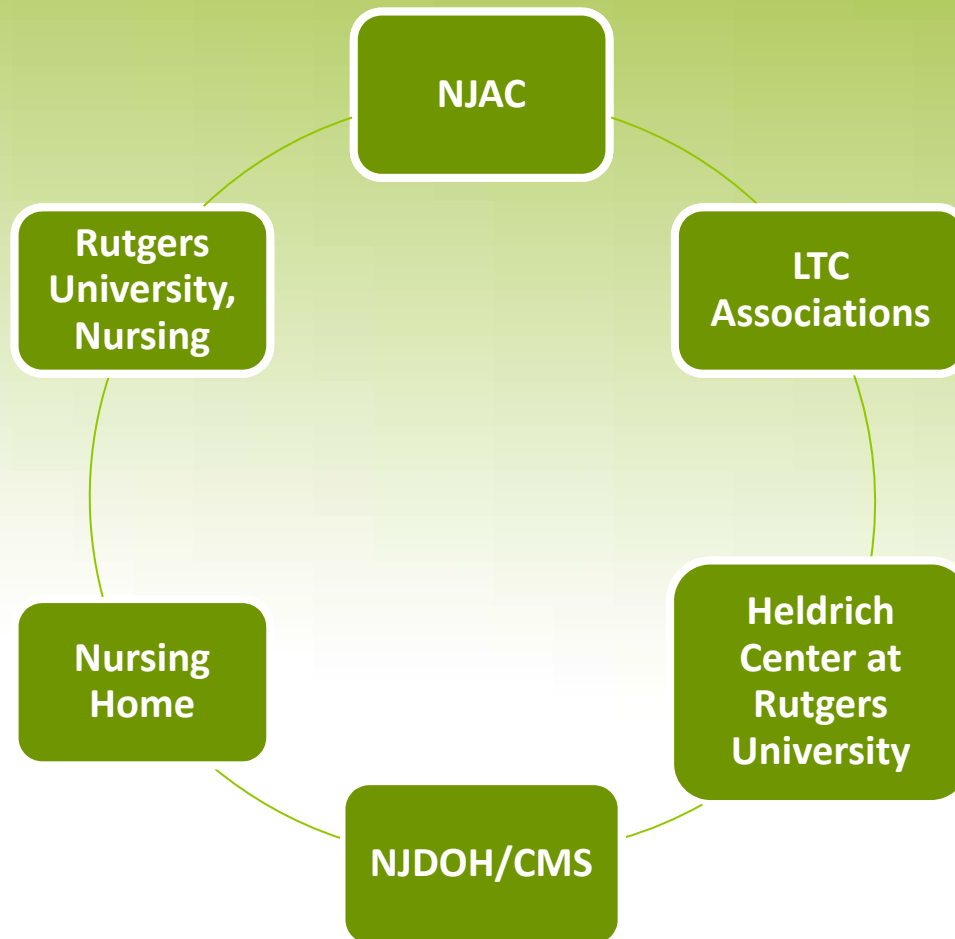
Purpose and Goals

- Purpose: Develop, implement and evaluate an innovative 12 month new nurse residency model in NJ LTC facilities for new RN graduates.
- Goals:
 - Ensure evidence-based practices are employed to improve resident outcomes
 - Reduce workforce instability



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Partnership Model



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Phases of the Project

- Development Phase
 - Creating Curricula
 - Recruiting nursing homes
 - Recruiting preceptors from the facilities
 - Pre-implementation data collection
- Preceptor Education Phase (50)
 - 5 day intensive followed by monthly education/networking



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Phases of the Project

- RN Residency Implementation Phase
 - Geriatric Immersion
 - Competencies
 - Rotation to acute and home care
 - Learning collaboratives monthly



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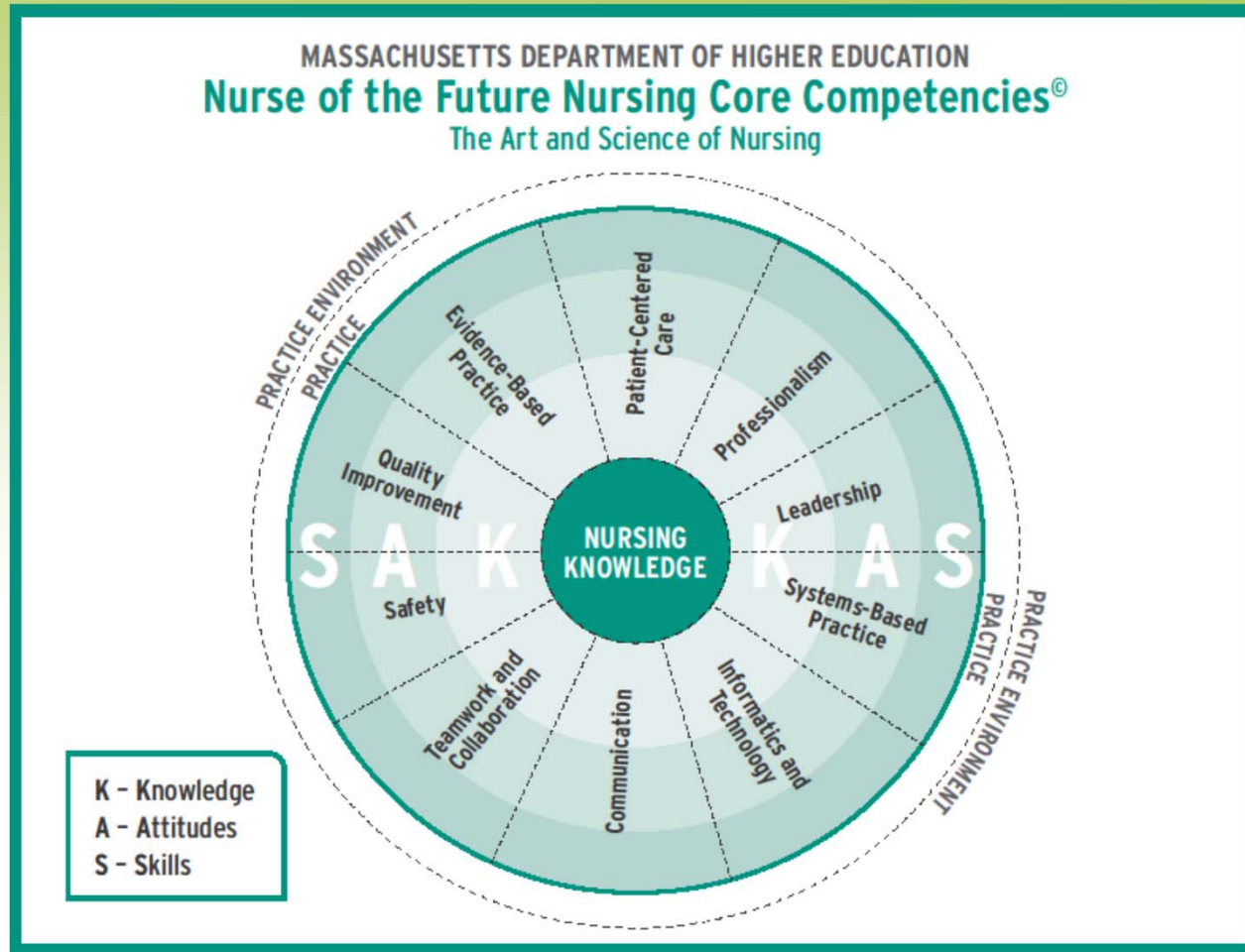
Curricula

- Care of the older adult using NICHE tools
- Massachusetts Nurse of the Future Core Competencies



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Curricular Concepts



Available @ www.mass.edu/nursing

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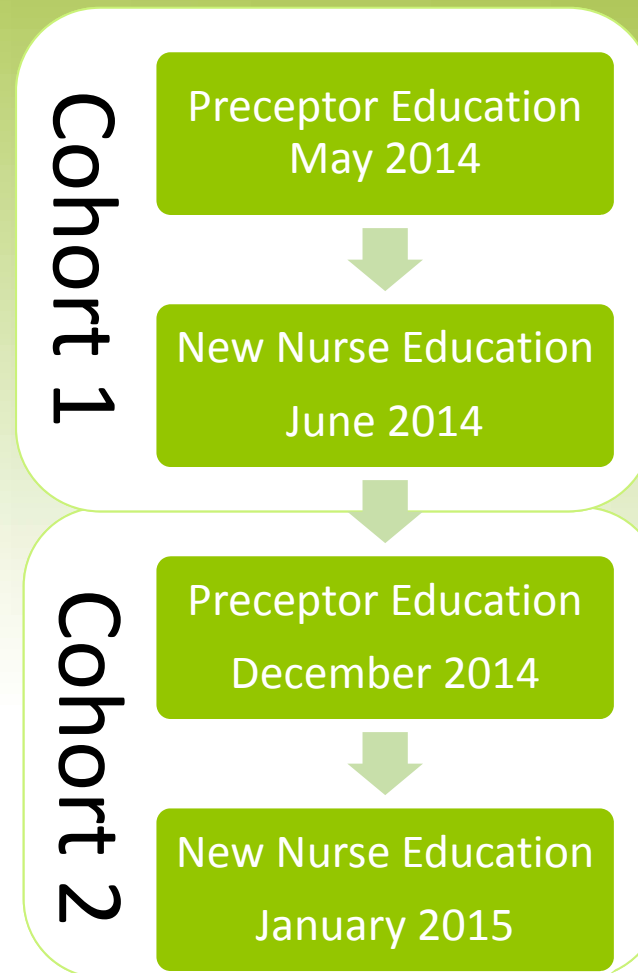
Unique Aspects

- Focus on quality and safety
- Focus on the application of knowledge, skills and attitudes as it relates to older adult
- Standardized curricula and practicum experiences
- Incorporates simulation technology
- Preceptor education to align back to home organization
- Providing organizational data to help improve quality outcomes
- Contact hours awarded upon successful completion for both preceptors and new nurses



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Approximate Timeline



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Outcomes

Resident/Client

- Reduced readmissions
- Improved quality and safety
- Improved resident satisfaction

Nursing Home

- Workforce stability
- Nurse satisfaction
- Increased interprofessional team satisfaction
- Data on the organizational characteristics that impact outcomes



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Nursing Home Responsibilities

- Recruitment of preceptor and new graduate
- Time for program attendance for both
- Complete data requests



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Statistics on RNs

Nursing Home	
Turnover of RNs	NJ=37.7% US=41.0%
Retention Rates	NJ=53.8% US=49.5%
Vacancy Rates	NJ 4.8% US=7.0%

AHCA,2010, Nursing Facility Staffing Survey



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Costs

- High cost recruitment and replacement
- 1st year turnover rates of new nursing school graduates between 35%-61%. (Nursing Economics, 2007)
- Replacement of an RN =75-125% of an RNs annual salary.
 - Recruitment costs
 - Replacement costs
 - Employee orientation
 - Lost productivity
 - Customer satisfaction
 - Quality and safety issues



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ROI

Funded by NJAC

- Salaries: Director, Faculty, Staff
- Research tools and evaluation
- Supplies and Expenses
- Travel of faculty
- Consultant costs
- Focus group costs
 - 1.6 million dollars

Calculate ROI

Net program benefit X 100 =
Replacement costs current
for 37% turnover MINUS
Reduced replacement cost X
turnover

Cost for program = 0
MINUS Release time for
RN/Preceptors(60 days)
and backfilling of those
days for them to attend

Every 1% increase in nursing turnover = \$300,000 ↑ in annual budget. (Jones, C. Revisiting nursing turnover costs, adjusting for inflation. JONA, January 2008)



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ROI

- Potential financial impact of poor patient outcomes
- Competent nursing staff impact on resident satisfaction, staff responsiveness, nursing communication and pain management to name a few



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Can you afford not to invest in your nursing staff?

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Next Steps

- Complete the criteria sheet and the agreement form
- Identify preceptor
- Identify new RN
- Provide contact person



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Questions?

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