

STATE OF UTAH

Recommendation: Implement nurse residency programs

Project Goal 1: To increase the number of formalized, evidence-based, year-long residency programs (from 1 to 6) in Utah supporting registered nurses in the transition into practice.

Objectives/Measurable Outcomes	Action Steps	Target Date	Responsible Party	18 month deliverable	24 month deliverable
1.1 Build a statewide consortium of RN residency program partners (from schools of nursing and hospitals)	1.1a Identify Education & Practice Lead for each site	Feb-13	Grant Coordinator	Leads identified at each site, communication preferences, and contact information documented	Documentation of leadership changes
	1.1b Convene first quarterly meeting of consortium partners	Feb-April 13	PI and Grant Coordinator	Communication network established by consortium, including primary contact information for each site lead; Listserve, Newsletter, or Group Conference Calls as agreed upon by the partners	Documentation of quarterly meetings
	1.1c Initiate residency program in 5 new sites	July-14	Education/Practice leads at each site & Grant Coordinator	Initiation of 3 new RN Residency pilots; documentation of implementation date and numbers enrolled	Total of 5 RN Residency Programs Across the State; enrollment, process, and program information documented

1.2 Provide coaching and resources to facilitate design, implementation and evaluation of each residency program	1.2a Creation of Competency toolkit	Feb-April 13	PI, Grant Coordinator, Consortium	Toolkit distributed to consortium and residency sites	Toolkit available for future residency programs
	1.2b Instructional meeting with residency partner teams regarding program creation, implementation and evaluation	March - July 14	Grant Coordinator	Instruction on implementation and evaluation process complete for each site	
	1.2c Site visits to each residency program in order to answer questions and provide recommendations	March-July 14; at least quarterly	Grant Coordinator	Coaching is documented through visit/communication summaries	Coaching is documented through visit/communication summaries
	1.2d Create and complete evaluation plan with each residency site.	March-July 14	Grant Coordinator	Evaluation plan is created and implemented	Evaluation plans are documented and complete

Project Goal 2: To achieve measurable consistency and quality in Utah residency program curriculum, implementation and evaluation.					
Objectives/Measurable Outcomes	Action Steps	Target Date	Responsible Party	18-Month Deliverable	24-Month Deliverable
2.1 Develop and provide core components and resources (educational materials, tool, teaching strategies, best practices) for shared use by programs in implementation and evaluation	2.1a Environmental scan assessment of current approaches to orientation, internship, or residency	April- 13	Program Coordinator	2.1a Completed assessment with gap and overlap analysis	1.1 Participant evaluation of limited redundancies and increased efficiency
	2.1b Develop model for curriculum, mentoring and seamless transition into clinical practice	May-13	UACH Coordinating Council	2.1b Report outlining model chosen, education and practice team members	
	2.1c Purchase UHC Residency Tool kit. Create online repository using infrastructure CANVAS to share educational resources	Jun-13	Program Coordinator/ Analyst	2.1c Demonstration/ documentation of platform availability and educational resources in place	1.3 Documentation of resources accessed on CANVAS by all residency programs
	2.1d Develop a mechanism to share simulation training resources, IPE training modules and specialty clinical training experiences	July-13	Program Coordinator	2.1d Simulation and IPE training modules integrated into all residency programs	

2.2 Design and implement a coordinated system to capture data for program	2.2a Develop and implement a centralized web (Redcap) survey to capture complete data from individual residents	July-13	Program Coordinator/ Analyst	2.2a Recap of data site, all surveys completed and returned to UACH	
	2.2b Collect hospital-based data on key nurse resident and program metrics	Dec-13	Program Coordinator/ Analyst	2.2b Results of program and resident surveys 2.2b Report on use of core resources for program planning and implementation by RN Residency partners (analytics to capture patterns of use)	2.2b Report on degree of adherence with recommended core components for an evidenced-based RN Residency program (100% by month 24) 2.2b Report on use of core resources for program planning and implementation by RN Residency partners (analytics to capture patterns of use)
	2.2c Collect hospital-based data on key outcomes metrics (e.g. vacancy, turnover, retention, and educational preparation)	Jun-14	Program Coordinator/ Analyst	2.2c Results of hospital surveys -Number of programs that have initiated resident training -Number of residents in training -Comprehensive Team Assessments/evaluation of redundancy -Hospital data on key nurse and program metrics	2.2c Results of hospital surveys -Number of programs that have initiated resident training -Number of residents in training -Comprehensive Team Assessments/evaluation of redundancy -Hospital data on key nurse and program metrics -Hospital data on key

				<p>-Hospital data on key outcome measures (vacancy, turnover, retention, educational preparation)</p> <p>2.2c Completeness of data for program evaluation and national benchmarking (50% by month 18)</p>	<p>outcome measures (vacancy, turnover, retention, educational preparation)</p> <p>2.2c Completeness of data for program evaluation and national benchmarking (80% by month 24)</p>
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Project Goal 3: Increase gender and ethnic diversity of new RN graduates that have access to RN Residency Programs to create a RN workforce that is at least as diverse as the population served.

Objectives/Measurable Outcomes	Action Steps	Target Date	Responsible Party	18 month deliverable	24 month deliverable
3.1 Design and implement a targeted recruitment strategy to support the successful recruitment of a diverse pool	3.1a Develop website and recruitment materials and advertisements to attract and recruit ethnically diverse nursing students.	Mar-13	Education partners	Website tracking in place with utilization rates reported.	Website tracking reflects trends and successful recruitment of minorities. 5% increased diversity of applicant pool and residents per hospital site
	3.1b Create career fair/booths and information for graduating diverse students	August -13			
	3.1c Nursing programs track and share data regarding the diversity of their students and graduates.	October 13	UONL - ALC	Diversity data reported by all the schools	Diversity trends reported and shared with education and practice partners
	3.1d Advise and assist in recruitment of diverse students ready to graduate	May & August 13	Education partners		
3.2 Ensure retention of ethnically diverse new RN graduates	3.2a Assess needs (baseline – current diversity of RN employees) and organizational culture and climate supporting diversity in each site	April 13	Hospital partners	Interim feedback used to identify retention issues	Increased retention rates in diverse employees for hospital partners

	3.2b Develop site specific diversity action plan		Hospital partners	Action plans in place in each site	Action plans in place in each site
	3.2c Develop system to capture diversity data across sites and compare to statewide trends	Jun-13	Program Coordinator/ Analyst	Data collection system in place	Data collected and available across sites.
	3.2d Imbed diversity data collection strategies within hospital based outcomes, nurse resident measures and program metrics	Dec 13	Hospital partners	Data collection system in place	
3.3 Establish a Utah state chapter of Hispanic Nurses Associate or Multicultural Nurses Association	3.3a Identify key leads and stakeholders.	March 13	UONL		
	3.3b Recruit members and submit application to establish state chapter	June 13	UONL	Charter application submitted	Charter members recruited
	3.3c Provide information on RN Residency Programs in state to organization	June 13	Program Coordinator/ Analyst		Information submitted and utilized by Residency Programs