



Welcome To the Spring 2022 PA-AC NRP Collaborative Meeting

**Friday April 22, 2022
8:30am-11:30am**

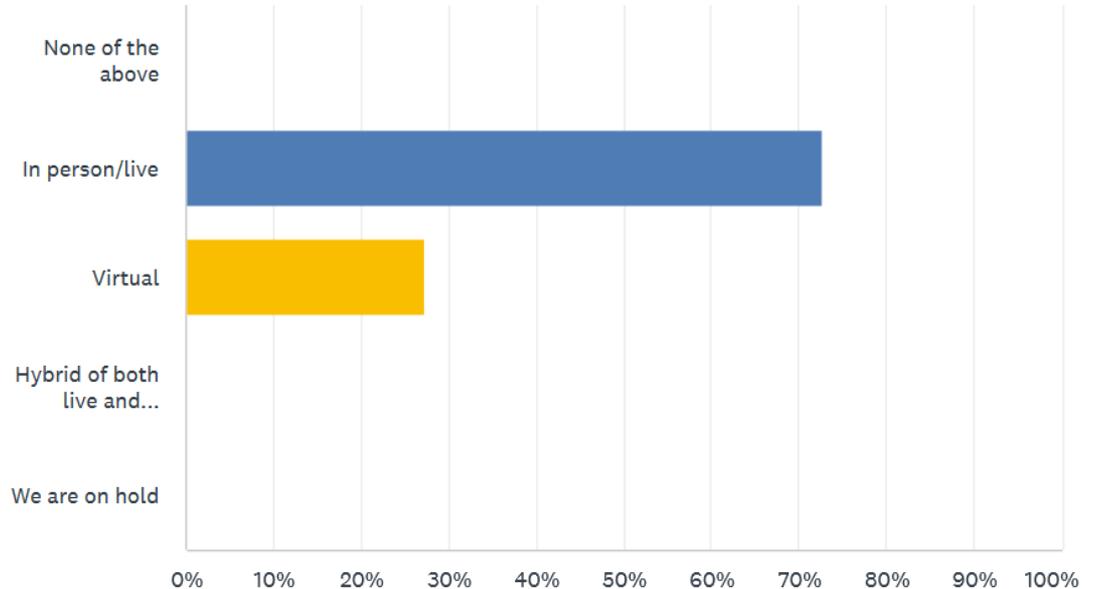
A Few Words From Your Co-Chair

Tiffany L. Conlin, MSN, RN, CMSRN, NPD-BC

Survey Says!

The current state of our Nurse Residency Program is

Answered: 22 Skipped: 0



What Keeps You Up At Night?

1. Engagement and attendance of residents
2. Staffing issues/retention
3. Resident burnout and leaving the profession
4. Stakeholder buy-in that Residency makes a difference

The Struggle Is Real: Reinventing Nurse Residency

Time	Topic	Presenter
0840-0930	2021 Vizient Site Report Review- Overview of 2021 Outcomes How to Use Your Data Support and Professional Satisfaction - The Link to Retention Causes of Stress 2021 Benchmarking Report is on the website Termination rate looks different, why?	Meg Ingram
0930 - 0945	Break	
0945 - 1000	2021 PA Site Report: How Do We/You Compare?	Amy Ricords
1000 - 1030	Evaluation Plan- Template Review	Meg Ingram
1030 - 1115	Break Out Session: What Are Your Struggles? What Have You Done to Overcome These Struggles? Anything That Has You Stumped?	Group
1115 - 1130	Closing	Amy Ricords



PA-AC Summit April 2022

Meg Ingram, MSN, RN
Programmatic Advisor

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Program Outcomes

Site Reports

These reports cover everyone who was hired in 2020 and completed the program in 2021.

2021 numbers are not final as there are still nurses who were hired in 2021 and will not complete the program until this year.

Vizient/AACN NRP enrollees in 2020

27,000+

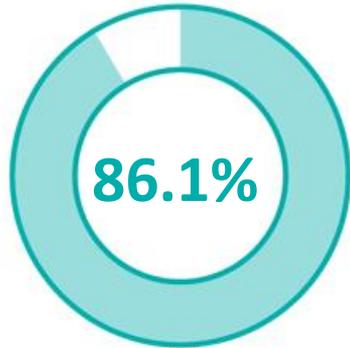


PA-AC NRP enrollees in 2020

3,686



Retention is a signature outcome of the Vizient/AACN Nurse Residency Program™



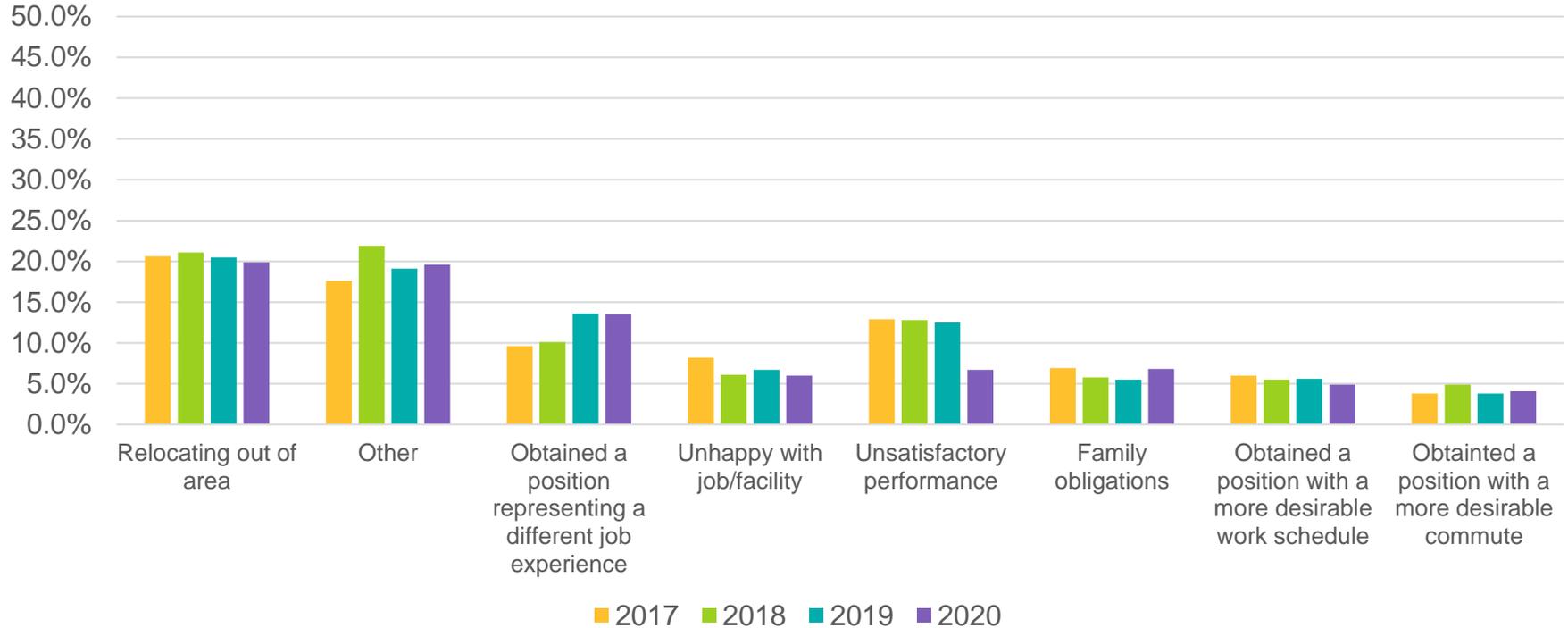
Vizient/AACN Nurse Residency Program™



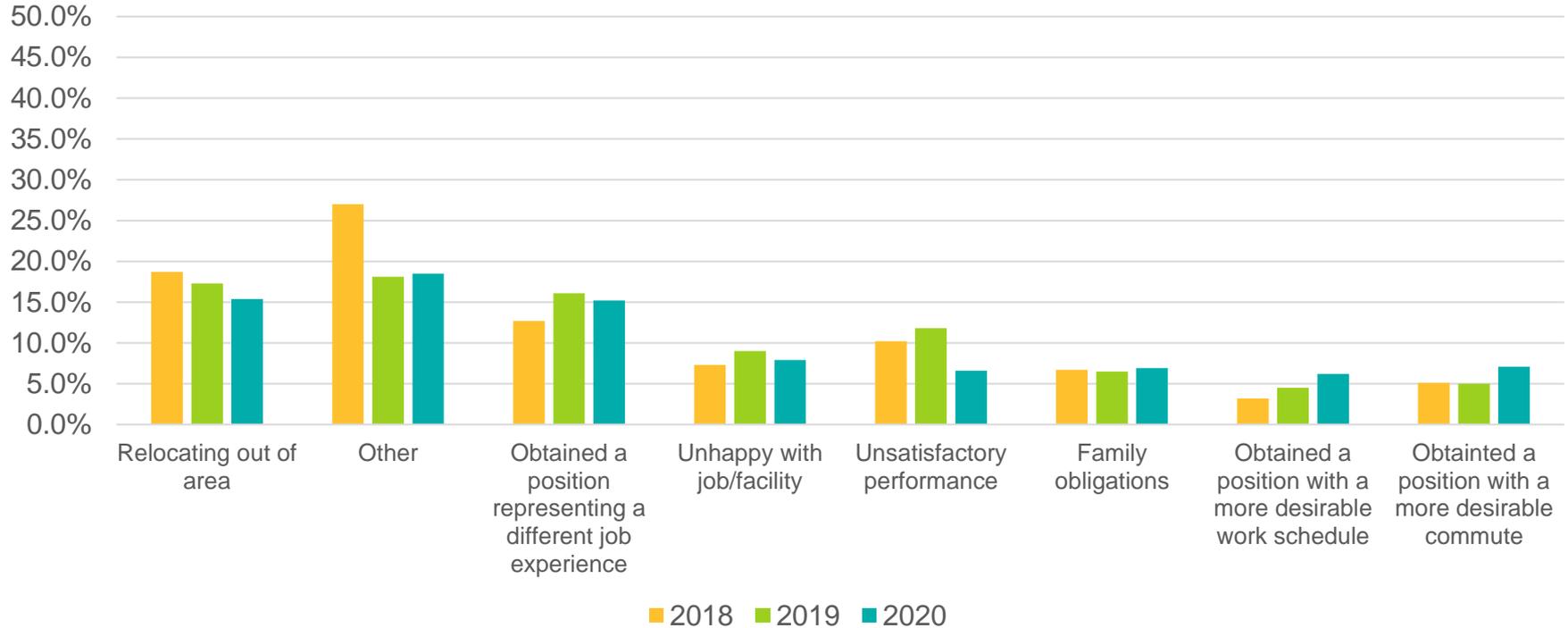
National benchmark¹

NSI Nursing Solutions Incorporated (2021). 2021 National Health Care Retention & RN Staffing Report. Accessed at: https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf

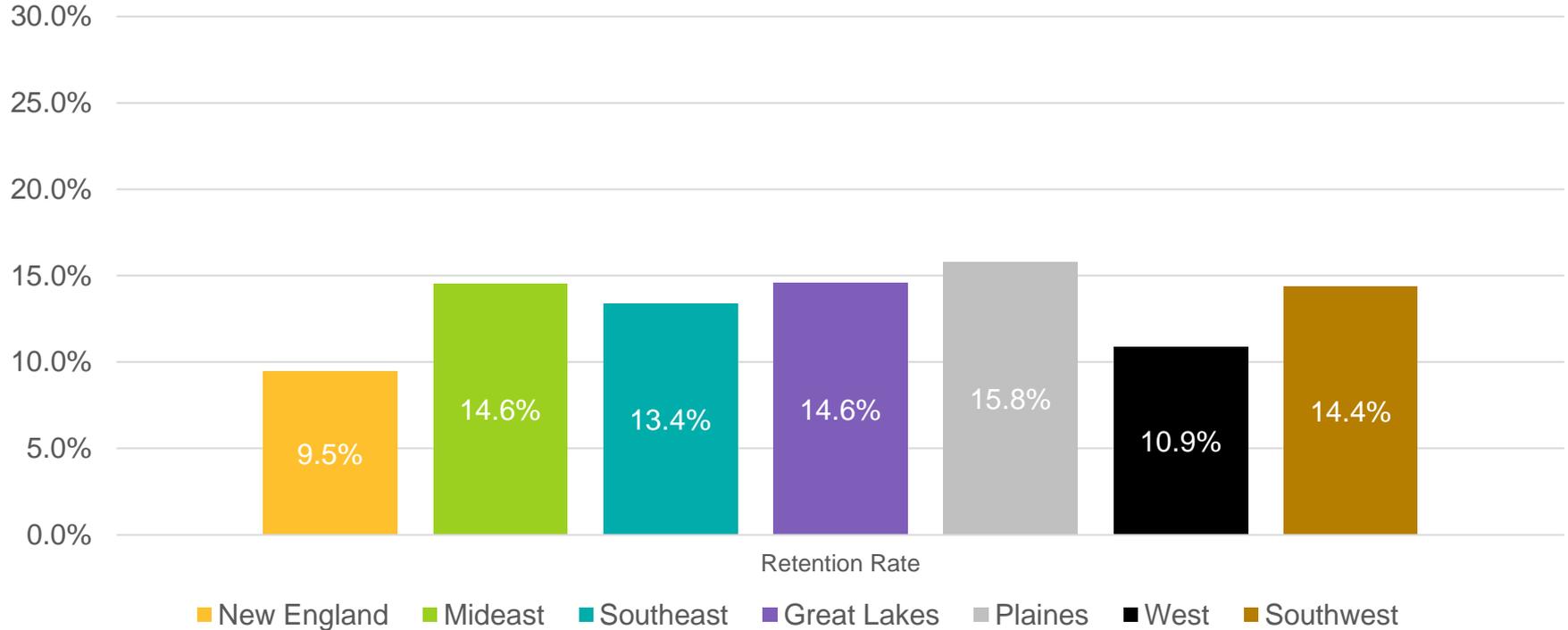
Top reasons for termination over years



Top reasons for termination: PA-AC

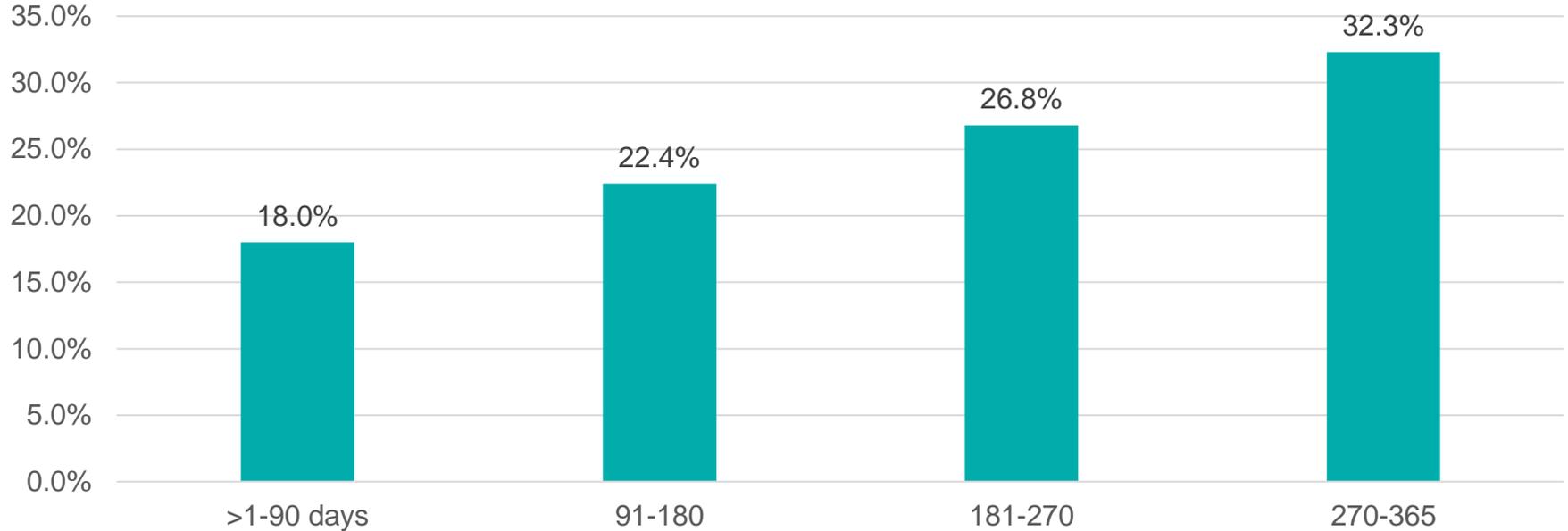


Turnover rates by region



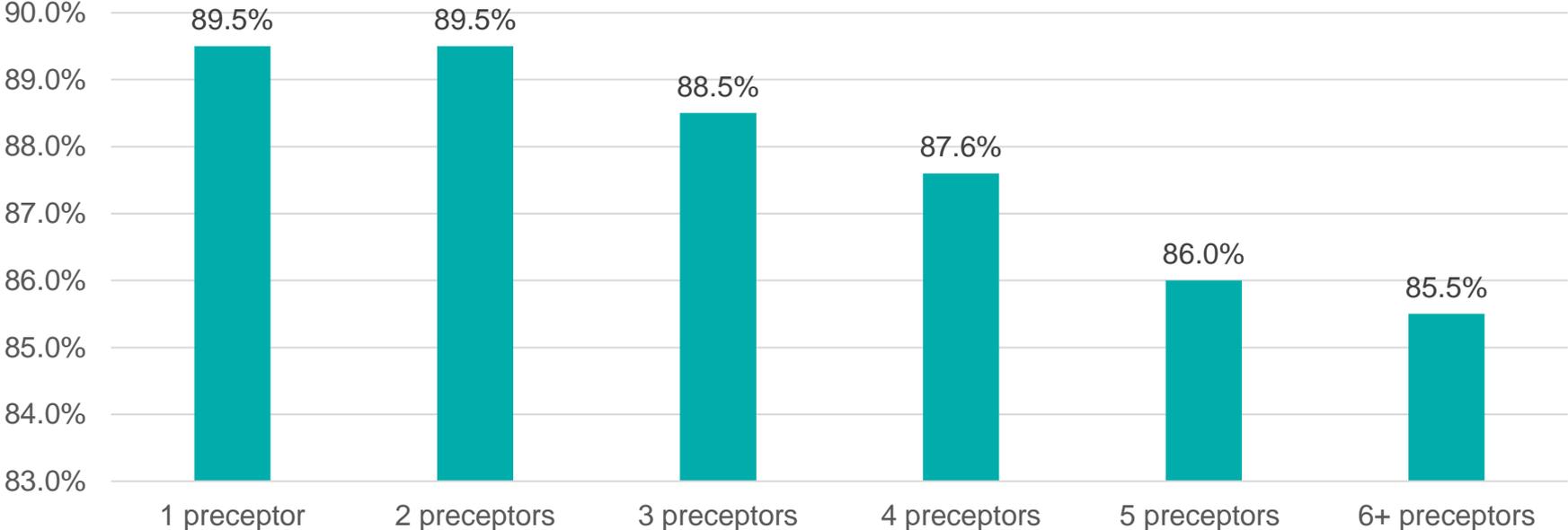
Termination by days hired*

PA-AC Average:
207



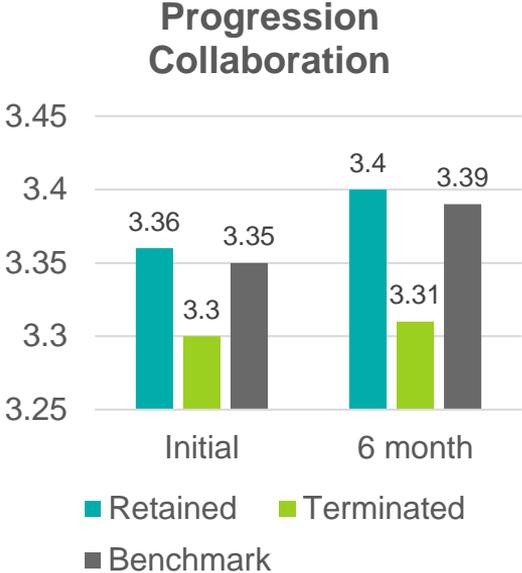
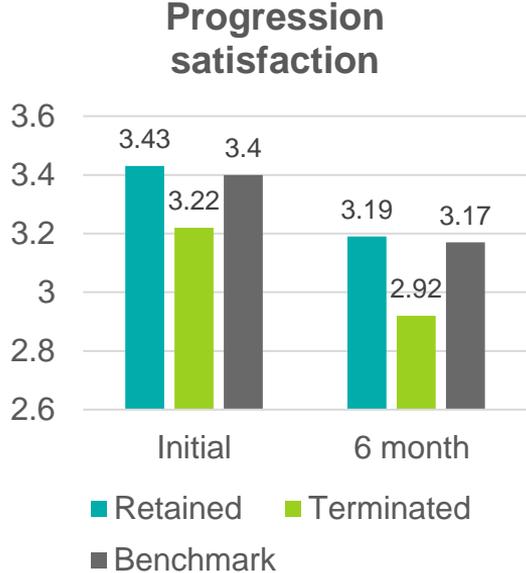
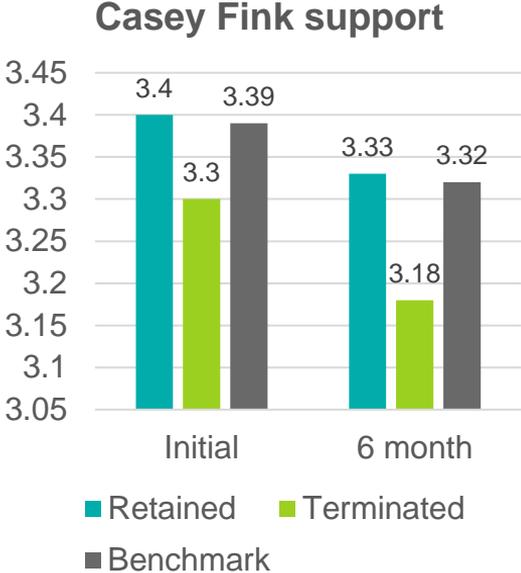
*based off cohort start date not employment start date

Retention by numbers of preceptors



Based on initial survey, includes 2018, 2019 and 2020 data

Retained vs terminated



Hallaran, A. J., Edge, D. S., Almost, J., & Tregunno, D. (2022). New Nurses' Perceptions on Transition to Practice: A Thematic Analysis. *The Canadian journal of nursing research = Revue canadienne de recherche en sciences infirmieres*, 8445621221074872. Advance online publication.

Additional insights

Average days from start date to cohort date (start of residency program)

National: 64.7 days

Mean days to termination (from cohort date)

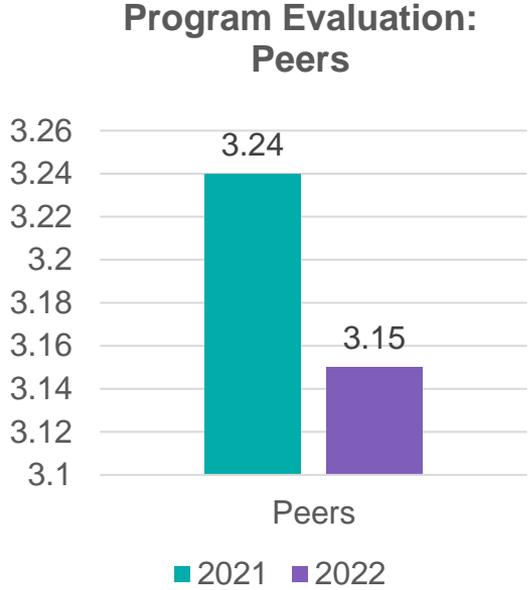
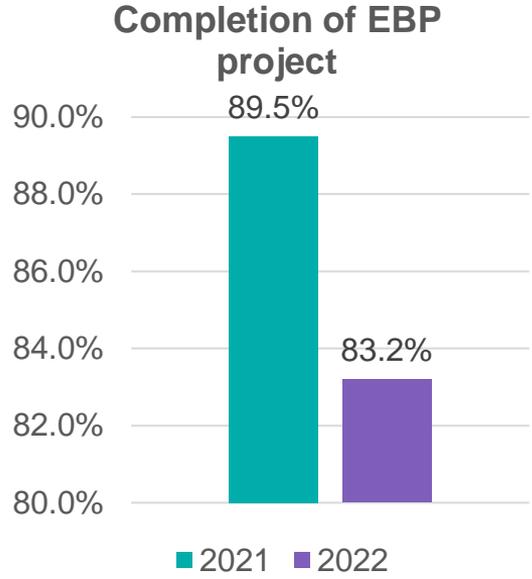
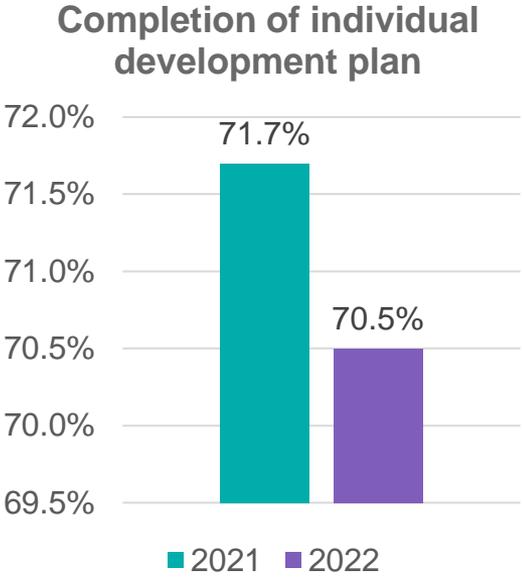
National: 204.5 days

**PA-AC Average:
207**



2021 vs 2022

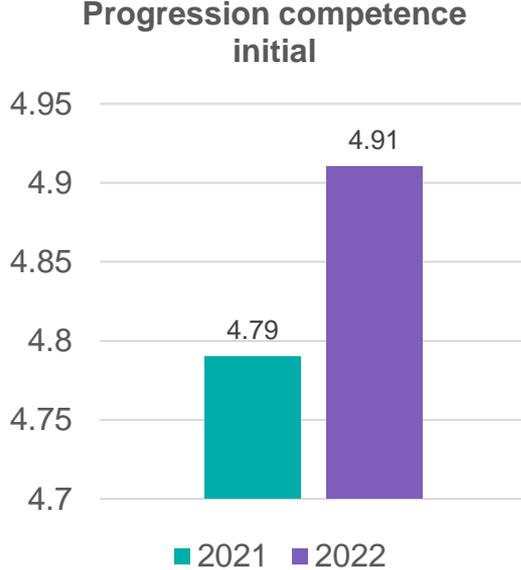
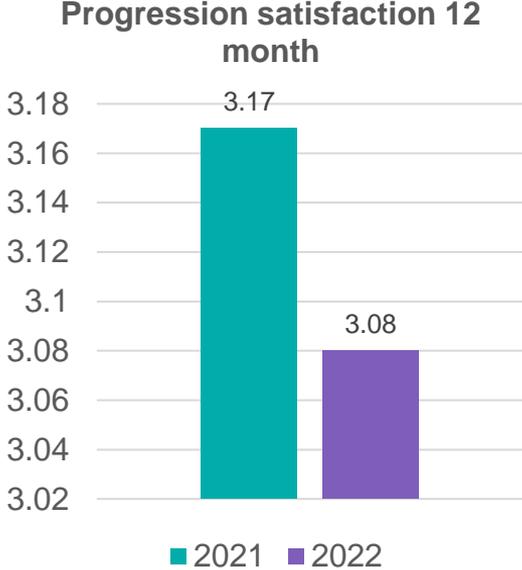
Program evaluation survey



Keith, A. C., Warshawsky, N., & Talbert, S. (2021). Factors That Influence Millennial Generation Nurses' Intention to Stay: An Integrated Literature Review. *The Journal of nursing administration, 51*(4), 220–226. <https://doi.org/10.1097/NNA.0000000000001001>

Yoder, L. H., Cengiz, A., Hinkley, T., Hertel, R. A., Gallagher-Ford, L., & Koshy Thomas, B. (2022). Medical-surgical nurses' EBP beliefs and competencies. *Worldviews on evidence-based nursing, 10*.1111/wvn.12567. Advance online publication. <https://doi.org/10.1111/wvn.12567>

Casey Fink and Progression Survey



Your site report

REMEMBER!

- 2021 data is not final yet. Nice to keep an eye on, but it will change.
- The terminations on your site report do not have exclusion criteria applied (Failed NCLEX, military leave, death).
- Benchmarking Report is your static benchmark to compare your site data & use for program evaluation.

Causes of Stress

Are you experiencing stress in your personal life?

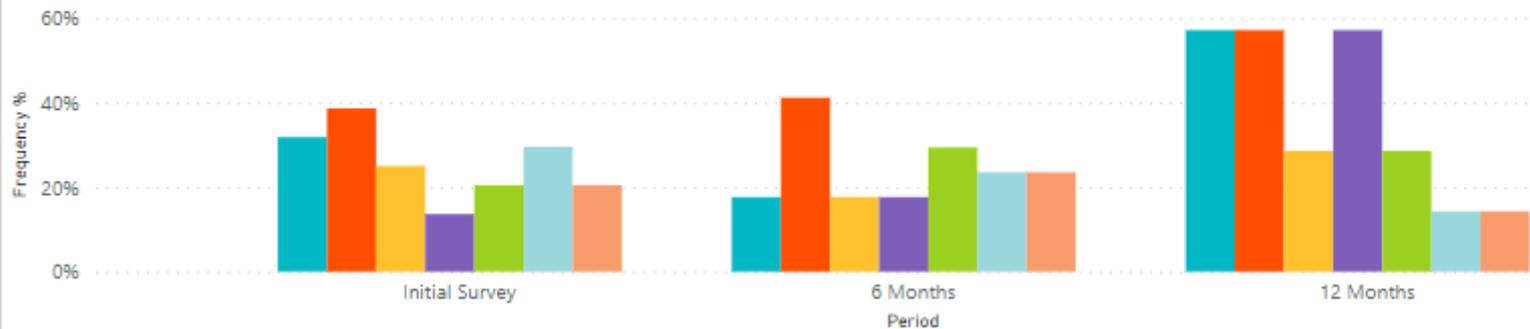
Stress

	2018	2019	2020	2021
0 months	2.48	2.55	2.50	2.57
6 months	2.56	2.60	2.56	2.64
12 months	2.50	2.56	2.56	2.58
24 months	2.46	2.53	2.38	
36 months	2.50	2.67		

Care of family
Finances
Job Performance
Living situation
Personal relationships
Student loans
Other

Focus Org

Care of Family Finances Job Performance Living Situation Personal Relationship Student Loans Other



Benchmark

Care of Family Finances Job Performance Living Situation Personal Relationship Student Loans Other



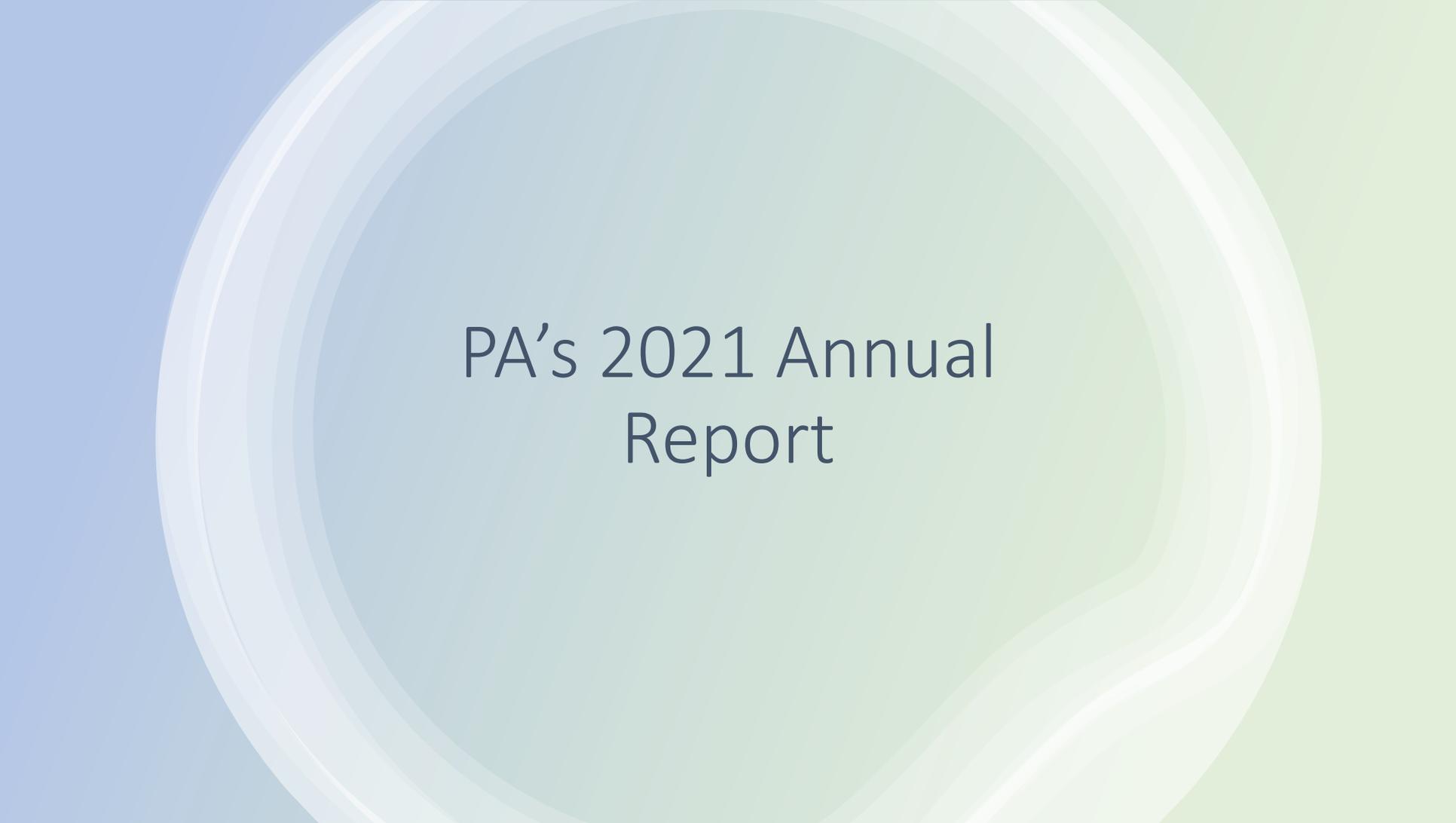
Let's work together

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BREAK 9:23 – 9:35 AM



PA's 2021 Annual Report

How To Read the Data:

The cohort began in the year displayed and completed Residency by December 31, the following year.

Total number of residents hired per year

2018	2019	2020	2021
2,846	3,884	3,686	4,694

If You Thought You Were Busy, You ARE!

	2018	2019	2020	2021
Hired	2,846	3,884	3,686	4,694
Terminations	315	398	579	394
Turnover Rate	11%	10%	16%	8%
Avg. Days Since Hired	185	183	207	133
Median Days Since Hired	184	182	214	119

Retention

	2018	2019	2020	2021
Hired	2,846	3,884	3,686	4,694
Terminations	315	398	579	394
Turnover Rate	11%	10%	16%	8%
Avg. Days Since Hired	185	183	207	133
Median Days Since Hired	184	182	214	119

Interesting Points:

2021 Average Days/Median Days Since Hired is less than other years (jumping earlier).

2020: Vizient had 25, 331 residents in the program. PA makes up 14.5% of those residents.

How Does PA Retention Compare to National Retention?

2020	
PA Vizient	84%
National Vizient	86.1%



How Do YOU Compare?

What analysis have you done?

What metrics are you looking at?

Does anyone have a story to tell?



NRP Evaluation Plan



vizient.

NRP Data

Data Support

- Demonstrates alignment of the program and organizational goals
- Engages stakeholders
- Identifies gaps in performance
- Enables continuous program improvement
- Demonstrates outcomes and shows return on investment
- Supports accreditation (if applicable)



Data Emphasis

Retention

- Who is leaving?
- Why are they leaving?
- When do they leave?

Resident survey data

- Nurse experience and progression
- Program evaluation
- Post-residency career progression

Nursing leadership survey

- What are your leaders saying?

Surveys

Casey-Fink Experience Survey

Experience

- Stress
- Professional satisfaction
- Organization
- Prioritization
- Support
- Skills
- Transition

Progression Survey

Progression to competency

- Autonomy
- Collaboration
- Unit engagement
- Unit leadership
- Satisfaction & commitment
- Patient safety
- Advocacy

Program Evaluation Survey

End of program

- Coordinators
- Preceptors
- Facilitators
- Overall feedback
- Program seminars
- Program topics
- EBP projects
- Residency peers

Post-Progression Survey

Progression after residency

- Measures all areas described above as well
- Professional progression
- Education
- Certification

Additional Evaluation Data

Nursing Leadership

- Leadership satisfaction & overall evaluation of program
- Program's impact on organization & unit
- EBP

Resident Termination

- Termination date
- Avoidable versus unavoidable
- Loss reason for termination

Benchmark Report

Provides benchmark data to compare to other organizations in the program

Outcomes Report

Examines program impact on nurse residents and the organization

Site Report

Organization information

- Demographic information
- Retention analysis
- Survey responses

Evaluation Timeline

	Initial	6 months	12 months	24 months	36 months	Annual
Casey-Fink Experience Survey	●	●	●	●	●	
Progression Survey	●	●	●	●		
Program Evaluation Survey			●			
Post-Progression Survey				●	●	
Nursing Leadership Survey						●
Resident Termination						
Benchmark Report						●
Outcomes Report						●
Site Report						●

Evaluation Plan

Program Goals

Through the program, the nurse resident will:

1. Make the transition from advanced beginner towards competent nurse
2. Develop effective decision-making skills related to clinical judgement and safety in the healthcare environment
3. Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care
4. Strengthen commitment to the profession of nursing
5. Increase engagement in the healthcare organization and profession
6. Incorporate evidence-based practice to inform decision making at the point of care

Sample Evaluation Plan

Goal # 2: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Casey Fink: Communication and Leadership	6-mon 12-mo	At or above national benchmark: 3.09	6-mo: 3.11 12-mo:	
Progression: Autonomy & Advocacy	6-mo 12-mo	At or above national benchmark: 3.31	6-mo: 3.41 12-mo:	
Nursing Leadership Survey: Leadership of the NRP graduates	Annually	At or above national benchmark (aggregate): 2.95	Annually: 2.91 Survey questions of focus: <ul style="list-style-type: none"> • The nurses who complete the NRP become the best nurses we have on this unit. • Have a greater sense of confident than new graduates who have not experienced the NRP. 	Host NRP Update to hear from managers and educators about the clinical gaps in leadership. Are these scores low because of clinical preparation and performance or personal attitudes and values?

Program Goals

Through the program, the nurse resident will:

1. Make the transition from advanced beginner towards competent nurse
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Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Casey-Fink:

- Overall
- Stress
- Support
- Organizing/prioritizing
- Communication/leadership
- Professional satisfaction
- 21 skills questions
- 4 questions on experience of the transition into nursing

Progression:

- Autonomy & advocacy
- Collaboration
- Unit engagement
- Unit leadership
- Satisfaction & commitment
- Dissatisfaction
- Self-reported competence
- Medication errors
- Non-medication errors

Program Evaluation:

- Program
- Topics
- Seminar
- Facilitator
- Coordinator
- Professional development plan
- Complete EBP project
- Preceptor
- Peers

Nursing Leadership: Impact on the unit, impact on the resident, contributions of the EBPP, leadership of the new graduates, views of the program

Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Casey-Fink:

- Overall
- Stress
- Support
- Organizing/prioritizing
- Communication/leadership
- Professional satisfaction
- 21 skills questions
- 4 questions on experience of the transition into nursing

Progression:

- Autonomy & advocacy
- Collaboration
- Unit engagement
- Unit leadership
- Satisfaction & commitment
- Dissatisfaction
- Self-reported competence
- Medication errors
- Non-medication errors

Program Evaluation:

- Program
- Topics
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Nursing Leadership: Impact on the unit, impact on the resident, contributions of the EBPP, leadership of the new graduates, views of the program

Evaluation Plan

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care				
Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy				

Evaluation Plan

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care				
Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy	6-mo			

Program Goals

Through the program, the nurse resident will:

1. Make the transition from advanced beginner towards competent nurse
2. Develop effective decision-making skills related to clinical judgement and safety in the healthcare environment
3. Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care
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Strengthen commitment to profession of nursing

Casey-Fink:

- Overall
- Stress
- Support
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- Communication/leadership
- Professional satisfaction
- 21 skills questions
- 4 questions on experience of the transition into nursing

Progression:

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Program Evaluation:

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Nursing Leadership: Impact on the unit, impact on the resident, contributions of the EBPP, leadership of the new graduates, views of the program

Strengthen commitment to profession of nursing

Casey-Fink:

- Overall
- Stress
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- Organizing/prioritizing
- Communication/leadership
- Professional satisfaction
- 21 skills questions
- 4 questions on experience of the transition into nursing

Progression:

- Autonomy & advocacy
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Program Evaluation:

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Nursing Leadership: Impact on the unit, impact on the resident, contributions of the EBPP, leadership of the new graduates, views of the program

Evaluation Plan

Goal: Strengthen commitment to the profession of nursing				
Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment				
Retention				

Evaluation Plan

Goal: Strengthen commitment to the profession of nursing				
Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment	6-mo 12-mo			
Retention	1 year			

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy	6-mo	At or above national benchmark: 3.31		

Goal: Strengthen commitment to the profession of nursing

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment	6-mo 12-mo	At or above national benchmark: 3.18		
Retention	1 year	At or above national benchmark: 90.4%		

6-months later...

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy	6-mo	At or above national benchmark: 3.31	6-mo: 3.21	

Goal: Strengthen commitment to the profession of nursing

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment	6-mo 12-mo	At or above national benchmark: 3.18	6-mo: 3.21 12-mo:	
Retention	1 year	At or above national benchmark: 90.4%		

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy	6-mo	At or above national benchmark: 3.31	6-mo: 3.21 Survey questions for focus: <ul style="list-style-type: none">• Serve as an advocate for patients who refuses a treatment or test• Question a physician's orders when it appears to be contraindicated	

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
<p>Progression: Autonomy & Advocacy</p>	<p>6-mo</p>	<p>At or above national benchmark: 3.31</p>	<p>6-mo: 3.21</p> <p>Survey questions for focus:</p> <ul style="list-style-type: none"> • Serve as an advocate for patients who refuses a treatment or test • Question a physician's orders when it appears to be contraindicated 	<p>Include how to have difficult conversations with the interdisciplinary team to advocate for the patient</p>

Improvement Plan

Goal: Strengthen commitment to the profession of nursing				
Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment	6-mo 12-mo	At or above national benchmark: 3.18	6-mo: 3.21 12-mo:	
Retention	1 year	At or above national benchmark: 90.4%		

12-months later...

Goal: Provide clinical nursing leadership, in conjunction with the interprofessional team, at the point of care

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Autonomy & Advocacy	6-mo	At or above national benchmark: 3.31	6-mo: 3.21	Include how to have difficult conversations with the interdisciplinary team to advocate for the patient

Goal: Strengthen commitment to the profession of nursing

Survey and Domain	Collection Time	Expected Program Outcomes	Actual Program Outcomes	Improvement Plan
Progression: Satisfaction & commitment	6-mo 12-mo	At or above national benchmark: 3.18	6-mo: 3.21 12-mo: 3.21	
Retention	1 year	At or above national benchmark: 90.4%	1 year: 92%	

NRP Dashboard

Sharing Results

- **Establish report parameters**
- **Produce reports on a routine basis**
 - At least twice a year
- **Share with stakeholders**
 - Unit leadership
 - CNO
 - Advisory Board



Tips for Success

- Review the data
- Update evaluation plan annually
- Align with advisory board meetings
- Review annual site report and benchmarking report
- Use the dashboard to dive deeper as needed
- Some things to consider:
 - Data can easily become overwhelming
 - There is natural variation, especially in small samples

Supporting your program with data and evaluation

Using data strengthens program evaluation and helps support improvement efforts and reporting for your program. The Vizient/AACN Nurse Residency Program™ provides resources for meaningful collection and reporting of your nurse residency program data.



NRP surveys

Evaluation Plan

Annual reports

Resources

- Evaluation and Reporting (Full Chapter)
- NRP Evaluation Plan Template
- Sample NRP Evaluation Plan
- Sample NRP Evaluation Plan (UC Health)
- Leadership Report Template
- NRP Data Request Form

Videos

- NRP Snackable Insights: evaluation plan
- Introduction to using NRP Data (part 1)
- Create or update your evaluation plan (part 2)
- Share results (part 3)
- Develop action plans (part 4)
- Review your evaluation plan (part 5)

Using your data in your evaluation plan

- 6 modules that will guide you through using your data in your evaluation plan
- Template for providing data to your senior leadership
- Sample evaluation plan



Let's work together

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Break Out



We will break out into



Each group will have a
lead.



Please assign an individual
out when we come back
a larger group.

Break Out Time

- What Are Your Struggles?
 1. Engagement and attendance of residents
 2. Staffing issues/retention
 3. Resident burnout and leaving the profession
 4. Stakeholder buy-in that Residency makes a difference
- What Have You Done to Overcome These Struggles?
- What creative content and resources have your employed to increase engagement?
 1. Playdough surgery
 2. End of Life game
 3. Mentimeter
 4. Incivility simulation
 5. Marshmallow challenge



Closing

Amy H. Ricords, MEd, BSN, RN, NPD-BC

Evaluations



Complete your evaluation before Friday May 6th, 2022.



Please provide any comments/quarterly content topic ideas!



Evaluation link will be emailed this afternoon.

Vizient National Conference- VISIT with PA!

- Join the **PA-NRC Workspace on Slack** to Chat about the Conference –
 - Join here: [PA Nurse Residency Collaborative](#)
 - *You will need to create a Slack account*
 - Email Zaharaa Davood, PA Action Coalition Manager at zadavood@phmc.org for instructions or if you need help with your access
- Add the PA-NRC ribbon to your badge to spot your PA-NRC colleagues.

Vizient National Conference- VISIT with PA!

- **Join us for breakfast on Wednesday, May 4!**
 - **Look for the PA table**
 - **GROUP PICTURE AFTER BREAKFAST 😊**
- **Questions?**
 - Amy Ricords, Director of Nursing Professional Advancement aricords@peakoutcomes.com
 - Jenny Gimbel, Senior Manager of the PA Action Coalition jhorn@phmc.org

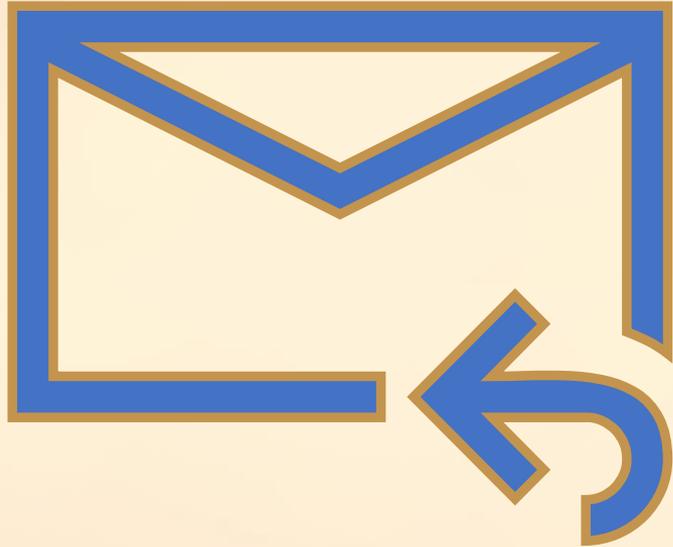


Mark Your Calendars!

Friday, June 10th Virtual

Wednesday, September 7th LIVE!

Lancaster Marriott



How Can We Support You?

aricords@peakoutcomes.com

Collaborative Steering Committee

Committee Role	2021-2022 Term
Chair	Jeanette Palermo (Thomas Jefferson)
Co-Chair	Tiffany Conlin (UPMC Presbyterian)
Past Chair	Kelly Gallagher (Penn Medicine)
Director Member	Lindsey Ford (Geisinger Medical)
System Coordinator Member	Elizabeth Holbert (Penn State Hershey Medical Center)
Coordinator Member	Cathy Witsberger (UPMC Presbyterian)
New to Vizient Member	Ashley Iannazzo (UPMC)
Networking Lead	Janice Gibson (Jefferson Health, Northeast)
Academic Partner	Jennifer Barton (Penn State College of Nursing)
Nurse Resident Lead	Lydia Kim (Penn Presbyterian Medical Center)

THANK YOU!

PA Action Coalition Staff Contacts

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