

**Southwest Georgia Regional Nursing Workforce Summit
Proposed Strategies for Vote 5/11/2021**

Poll 1 - Item #	EDUCATION: Secondary, Post-Secondary, or Both	PROPOSED STRATEGIES
	Group Poll Priority	Improve promotion of nursing as a high-demand workforce need (bedside) and employer hiring practices (ANP's with bedside nursing experience).
P1-1	Education: Secondary	Address math and science skills needed to be successful in nursing school.
P1-2	Education: Secondary	Improve identification and recruitment of STEM, AP, and dually enrolled students with interest, ability, and/or aptitude for nursing; provide support and guidance to succeed.
P1-3	Education: Post-Secondary	Increase the number and size of Bridge Programs.
P1-4	Education: Post-Secondary	Conduct a comprehensive evaluation of the nurse education model and identify barriers to expansion.
P1-5	Education: Post-Secondary	Improve screening to include students ability and/or aptitude for completing nursing school and being a nurse; provide support and guidance to succeed.
P1-6	Education: Both	Create a healthcare-specific dual enrollment curriculum that meets both TCSG and USG requirements.
P1-7	Education: Both	Improve identifying at-risk students' interested in nursing and provide support services.
P1-8	Education: Both	Develop a Pre-Nursing curriculum requirement that provides clinical exposure and increases understanding of the rigors and challenges of nursing.
P1-9	Education: Both	Develop a PR campaign to promote nursing as a high-demand career with emphasis on bedside nursing.
Poll 2 - Item #	CLINICAL TRAINING: In School, upon Employment, or Both.	PROPOSED STRATEGIES
	Group Poll Priority	More clinical training for nursing students and first-year nurses.
P2-1	Clinical Training: School	Increase hands-on patient and bedside training time during nursing school.
P2-2	Clinical Training: School	Increase clinical training opportunities by incorporating night and weekend shifts.
P2-3	Clinical Training: School	Expand the number and types of clinical training sites.
P2-4	Clinical Training: School	Address effects of accelerated programs creating limited clinical training time.
P2-5	Clinical Training: School	Develop Clinical Instructor Standards of Training.
P2-6	Clinical Training: Both	Develop Preceptor Training Program to increase clinical training opportunities by expanding preceptor pool.
P2-7	Clinical Training: Both	Increase Lab Simulation Time to supplement clinical training and eliminate staffing gaps.
Poll 3 - Item #	FINANCIAL: Incentives, Scholarships, Financial Aid	PROPOSED STRATEGIES
P3-1	Financial	Create financial incentives to become a nurse educator (loan forgiveness, tax incentives) and identify barriers to developing new staffing models.
P3-2	Financial	Create work-based learning pathways for students that must work while in school.
P3-3	Financial	Explore loan forgiveness and scholarships for students committing to serve 2 years in Southwest Georgia.
P3-4	Financial	Provide financial incentives for schools to accept Southwest Georgia students.
Poll 4 - Item #	PATHWAY PARTNERSHIPS: Secondary - Post-Secondary - Employment	PROPOSED STRATEGIES
	Group Poll Priority	Developing partnerships between large and small institutions, employers, and nursing schools.
P4-1	Pathway Partnerships	Create apprenticeships or work-based learning pathways.
P4-2	Pathway Partnerships	Develop secondary nursing/STEM dual enrollment curriculum paths that meet TCSG and USG requirements.
P4-3	Pathway Partnerships	Develop Pathway to Hospital Employment and Hospital Advancement Programs with local secondary and post-secondary school systems and hospitals with shared faculty.
P4-4	Pathway Partnerships	Explore new pathway partnerships to provide post-secondary clinical experiences for pre-nursing students.

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P4-5	Pathway Partnerships	Explore how Simulation or Artificial Intelligence can be used to recruit students into nursing and provide clinical experience or training.
Poll 5 - Item #	POLICY: Laws, Rules, or Requirements (barriers to progress) Tax Incentives	PROPOSED STRATEGIES
P5-1	Policy	Eliminate the age barrier to allow students to get clinical exposure.
P5-2	Policy	Eliminate training site barrier to allow CNAs to train in acute care settings.
P5-3	Policy	Evaluate direct BSN to NP career path for need, value, and success.
P5-4	Policy	Address the increase of new NP Programs' demand on clinical training needs and the effect on BSN programs.
P5-5	Policy	Identify regulatory barriers for creating new faculty models to increase the number of nurse educators and class size.
P5-6	Policy	Evaluate the SARA Law (federal law regulated at the state level); Georgia does not have a policy in place while surrounding states do.
P5-7	Policy	Collaborate with the Georgia Board of Nursing to conduct a comprehensive review of policies and evaluate if changes are needed to ensure best practices. Polices to review include but not limited to: (1) High acuity and patient load environments, (2) NCLEX and NCLEX-PN testing schedules compared to surrounding states, (3) FTE and Student ratios.
Poll 6 - Item #	RETENTION: Education, or Both (Employment)	PROPOSED STRATEGIES
	Group Poll Priority - Education	Improve identification of at-risk students and provide intentional interventions in the form of wrap-around support services, mentoring, and coaching services.
P6-1	Retention: Education	Address how to work with the new generation of students that bring more problems and issues to school and need more support services.
P6-2	Retention: Education	Educate and better prepare students on the rigors of nursing school and nursing; limit easy loads to have the GPA to qualify.
P6-3	Retention: Education	Develop a system to redirect students not successful in nursing school into another health career as an alternative path to nursing.
P6-4	Retention: Both	Provide Simulation Lab time to improve skills and confidence.
Poll 7 - Item #	RETENTION: Employment	PROPOSED STRATEGIES
	Group Poll Priority - Employer	Create a Bedside Nurse Career Ladder that provides advancement without an additional degree.
	Group Poll Priority - Employer	Improve identification of nurses at risk of burnout and provide intentional interventions and support services.
P7-1	Retention: Employer	Create a culture that values employee input, shared decision making, and flexible scheduling.
P7-2	Retention: Employer	Create a flexible workforce model that provides travel nursing options.
P7-3	Retention: Employer	Create staffing models that address increased patient acuity and loads and the additional time demands of technology and regulatory requirements to eliminate burnout.
P7-4	Retention: Employer	Develop and promote Transition Programs with Mentors and Support Services directed at navigating the challenges of nursing in the first year.
P7-5	Retention: Employer	Develop and promote easy access stress relief and mental health support services.
P7-6	Retention: Employer	Establish annual career path satisfaction surveys.
P7-7	Retention: Employer	Explore how Artificial Intelligence or other technology can be used to keep nurses up to date in new methods of care for the safety and protection of patients.
P7-8	Retention: Employer	Invest in training as a tool for retention and indicator of organization's long-term commitment to employees.
P7-9	Retention: Employer	Create an ROI Business Case to justify investing in programs that support retention.