2021 SOWEGA-AHEC REGIONAL NURSING WORKFORCE SUMMIT

Local Challenges – Local Strategies – Local Solutions

Final Summit Session: Prioritization of Strategies
Summit Preparation Materials

Included reading materials were developed to help inform our conversations and provide a level playing field of baseline knowledge. They are not exhaustive and should not be perceived as such.

WELCOME

On behalf of the Southwest Georgia Area Health Education Center, the SOWEGA-AHEC Board of Directors, and Senators Dean Burke and Freddie Powell Sims, we welcome you to the first Southwest Georgia Regional Nursing Workforce Summit. Our objective is to identify and prioritize Southwest Georgia's primary deficits and challenges and develop a Workplan with short- and long-term strategies to increase the region's pipeline and reduce nursing shortages.

You were invited because we believe you and your institution are part of the probable solutions to our region's nursing workforce challenges. We are confident that your commitment to expanding the nursing pipeline, improving the transition from academics to patient care, and developing working environments that promote retention meet our own. Working as a region, we can design or replicate economically viable projects and pilots to accomplish our goals.

With your participation and input throughout the Summit Webinar Series, we will identify and prioritize the strategies to be used in formulating a regional Workplan. Providing input throughout the Summit is essential in developing the regional strategy but is just the beginning of our work as we will need your continued commitment and support to implement the Workplan. We have a regional/national problem which if we work together as a region, we can begin to address.

We genuinely appreciate your leadership, commitment, and passion for nursing, and we look forward to working together.

Sincerely,

SOWEGA-AHEC

Southwest Georgia Regional Nursing Workforce Summit

Summit Preparation, Overview, and Summary

PREPARATION FOR THE MAY 11, 2021 SUMMIT

The May 11th Summit session is designed to determine which of the proposed strategies the region wants to prioritize and use in the development of our Regional Workplan. We will accomplish this through Zoom's Polling Feature. And while this session is the most important, it will be more process-driven and less interactive than the previous 5 sessions where we identified our gaps and formulated strategies.

With limited time, familiarizing yourself with the proposed strategies and voting process is essential. While there will be a short discussion of each Category and Proposed Strategy before voting, most of the time will be devoted to the voting process. Coming unprepared and unfamiliar with the strategies to be voted on, can adversely affect the outcome of the vote, the Workplan, and our success. Please invest the time in familiarizing yourself with the Proposed Nursing Summit Strategies and voting process noted below.

Proposed Nursing Summit Strategies for Vote
Please note the Group Poll Priorities in blue were identified in Strategy Session III are not voting items but being shared as a point of reference and the strategies have been organized into 6 Categories:

1. EDUCATION
2. CLINICAL TRAINING
3. FINANCIAL
4. PATHWAY PARTNERSHIPS
5. POLICY
6. RETENTION

Report to Prepare for final Summit session: Prioritization of Regional Strategies

<u>Voting Process:</u>

- ✓ Voting will be done via the Zoom Polls feature.
- ✓ Categories 1-5 each have an associated Poll. Category 6, Retention has 2 Polls (Education and Employment)
- ✓ Each Poll has 4-9 Proposed Strategy items.
- ✓ Voting will be by Category (6), with each Proposed Strategy getting a vote.
- ✓ A short explanation, and if needed Q&A, will occur before voting on each Category and the Proposed Strategies.
- ✓ There are 4 voting options for each strategy, 3 based on time to accomplish:
  - Short-term: 6   Months
  - Mid-term: 18 Months
  - Long-term: 36 Months
  - Not a Priority
- ✓ Voting results will not be available at the end of the meeting.
- ✓ The Steering Committee will utilize the polling results to develop the 36-month WorkPlan, including action steps to accomplish each strategy.

If you have not participated to date, you can review the summary reports of the previous sessions.

OVERVIEW OF THE REGIONAL NURSING WORKFORCE SUMMIT

Vision:
Convene regional stakeholders engaged in educating, training, and employing nurses through open dialogue, identify and prioritize Southwest Georgia's primary deficits and challenges to develop short- and long-term strategies to reduce the region's nursing shortages.
- ✓ Series of facilitated webinars that are discussion vs. lecture-based
- ✓ Create evidence-based strategies with measurable outcomes based on data from the Regional Nursing Workforce Assessment
- ✓ Strategy considerations include education, clinical training, employment, policy, and budget

Objective:
Engaged stakeholders actively collaborating to eliminate traditional barriers and new workplace challenges by developing a Regional Workplan with mutually beneficial recommendations and measurable strategies to:
- ✓ Expand pipeline programs to increases the number of nurses in our region
- ✓ Improve new nurses ability to transition from academics to care

Report to Prepare for final Summit session: Prioritization of Regional Strategies

✓ Develop environments that promote retention.

Target Audience: *Within SOWEGA-AHEC's 38 county region*
 ✓ Nurse Educators from USG, TCSG, and private nursing programs
 ✓ Nurse Employers, CEOs, CNOs, and HR Directors from hospitals and CHCs
 ✓ Regional and industry leaders

Outcome:

A Regional Workplan formulated from strategies prioritized in the Summit by the region's nurse educators, nurse employers, and stakeholders. The Workplan, with measurable outcomes, will be implemented through committees of regional stakeholders under the oversight of SOWEGA-AHEC.

SUMMARY OF PREVIOUS SESSIONS

Recap:

Due to COVID-19, the original one-day Summit scheduled for April 30, 2020, was canceled. The Summit was redesigned in a virtual format as a series of 6 webinars divided into 3 components. Summary reports of the previous sessions can be found on the SOWEGA-AHEC website.

1. Two- Data Chat Webinars: Review of data found in the 2019/2020 Regional Nursing Workforce Assessment Surveys
    I.   Education and Retention
    II. Employment and Retention
2. Three- Strategy Session Webinars
    I.   Education and Retention
    II. Transition, Employment, & Retention
    III. Recommendations, Priorities, and Implementation Review
3. One- Prioritization of Strategies Webinar

We built on the data found in the 2019/2020 Regional Nursing Workforce Assessments and, through facilitated discussions, identified and prioritized our primary deficits and challenges and identified strategies that can help eliminate traditional barriers and new workplace challenges. The May 11, 2020 session of the Regional Nursing Workforce Summit is the 6th and final session where, as a region, we will prioritize the proposed Nursing Summit Strategies that will be used to develop our Regional Workplan.

Key Outcomes from Strategy Sessions:

Strategy Categories Identified in Strategy Sessions 1, 2, and 3.
- Pre- and Post-Secondary Nursing Education
- Clinical training for Nursing Students and first-year nurses
- Employment Retention (corporate culture and work environment, career path, wrap-around services, and supports)
- Policy (shared staff, tax incentives, other)
- Partnerships (large and small hospitals, employers, and schools)
- Financial (Incentives, scholarships, financial aid, other)

Priority Strategies Proposed- Session 1 (Education and Retention)
The general agreement is that there are not enough nurses in the pipeline for employment. The school's lack of enough nurse educators causes them to be unable to produce the number of graduates needed.

Pre-Nursing Student Readiness (Secondary):
- Work with middle and high school students to better prepare for a nursing career and educational rigor and experience.
- Provide students the opportunity to be exposed to clinical nursing to see what is involved and if it is the career for them.
- Address the math and science skills along with the knowledge needed for a nursing and nursing school.

Nursing Student Education:
- More hands-on clinical experience with live patients and time at the bedside is needed during nursing school.
- Improve preceptor training and use of preceptors for more clinical experience.
- Apprenticeship-type programs for nursing students.
- New faculty models need to be evaluated to address pay, clinical experience, and workload to increase nurse graduate numbers. Schools have institutional rules on hiring which allow faculty replacements but not growth.

Student Retention:
- More focused student support system with academic, financial, and other supports.
- More wrap-around services, mentoring, and success coaching help students to manage the workload, the cost, and the rigor of the education.

Report to Prepare for final Summit session: Prioritization of Regional Strategies

- Remediation and assistance around testing during nursing school for those students that are struggling with testing.

Priority Strategies Proposed Session 2 (Transition, Employment, and Retention Review)

The following are policy strategies that were presented as possible priorities for the Strategy Session.

Bedside Nursing:
- Are there ways to encourage more individuals to desire or make a career decision to be in bedside nursing?
- Bedside nursing has become more challenging as patient issues have become more complex, while regulatory requirements like EMRs take more time. Increased patient loads, coupled with patient complexity, and increased time demands for technology and regulatory requirements make it difficult to complete everything safely and accurately.

Clinical Experience:
- Improving nursing students' clinical experience is critical for creating a more effective transition for students and employers which will improve retention. This will create more hands-on clinical training opportunities before Preceptorship.
- Expand the number of clinical locations, make people aware of where to get clinical experience and nursing experience. Many rural individuals do not know where to go.
- Some clinical instructors' skills are not current, and they take a backseat approach to training that results in graduates with limited to no practical skills and confidence.
- Nursing education programs have been accelerated and now shorter, creating limited clinical training time.

Supports for students, transition to work and employment:
- Today's students bring more problems and issues to school and need other types of support.
- Consider a structured program to bridge the transition from school to employment for bedside nursing to include mentoring and success coaching.

- More students are going directly from BSN to APRN programs which depletes the number of instructors available to mentor and support new nurses at the bedside.
- Provide more wrap-around support services before mentoring comes into play. New graduates transitioning to clinical care need to be connected to support services directed at navigating the first year's challenges and improving retention.
- Nursing students and new nurses need the opportunity to hear from practicing nurses about what they have experienced to help them prepare and cope with the job's ups and downs.

Results from Strategy Session 3 Polling for High Priorities
- More clinical training for nursing students and first-year nurses.
- Create a clear career path for bedside nurses.
- Provide mentoring/coaching and other supports for students and nurses.
- Develop and provide wrap-around services for new nurses and students.
- Develop partnerships between large and small institutions, employers, and nursing schools.

OTHER SUMMARY MATERIALS:

Strategy Session Pre-Reading (includes Steering Committee, Regional Nurse Educators and Nurse Employers, articles and Workforce Assessment Executive Report and other background content; 46 pages)

Overview and Summary Reports of Strategy Sessions

Data Chat 1: Education and Retention Summary Report

Data Chat 2: Employment and Retention