

# 2021 SOWEGA-AHEC Regional Nursing Workforce Summit

## STRATEGY #1

### Policy Strategy

Review the nurse education model and recommend changes to increase nurse faculty and students.



#### ACTION 1

**Expand nursing program capacity.**  
Identify barriers and opportunities for creating new faculty models to increase nurse educators and class size.

TIMING: **Short Term**



#### ACTION 2

**Evaluate direct BSN to Nurse Practitioner career path for need, value, and impact.**

TIMING: **Short Term**



#### ACTION 3

**Collaborate with the Georgia Board of Nursing to conduct a comprehensive policy review.**

Identify changes that could aid in meeting the state's current and projected workforce shortages more efficiently.

TIMING: **Short Term**



#### ACTION 4

**Evaluate the impact of the SARA Law on nursing education and training.**

The SARA law is federally regulated at the state level, and Georgia does not have a policy in place while surrounding states do.

TIMING: **Short Term**

## STRATEGY #2

### Technology Strategy

Utilize simulation technology throughout the pipeline to recruit students, improve skills and confidence, and reduce training and staffing barriers.



#### ACTION 1

**Increase access to simulation technology to supplement clinical training and reduce staffing gaps.**

Identify regional capabilities and support regional expansion and access efforts.

TIMING: **Short Term**



#### ACTION 2

**Utilize simulation technology to recruit students into nursing.**

Explore regional capabilities and mobile technology options.

TIMING: **Short Term**

## STRATEGY #3

### Training Strategy

Increase clinical training opportunities and develop new models of clinical training.



#### ACTION 1

**Increase hands-on patient and bedside training time during nursing school.**

Develop accredited regional pilot programs with hospitals and academic institutions.

TIMING: **Short Term**



#### ACTION 2

**Increase clinical training opportunities by incorporating night and weekend shifts.**

Develop an alternative hours training schedule model.

TIMING: **Short Term**



Local Challenges • Local Strategies • Local Solutions

For more information, visit [www.sowega-ahc.org](http://www.sowega-ahc.org)

STRATEGY #4

## Financial Strategy

Evaluate financial incentives to increase the Southwest Georgia nurse workforce and the number of nurse educators.



### ACTION 1

**Identify financial incentives for nurses committing to work in Southwest Georgia.**

Explore loan forgiveness and scholarships for students committing to serve two years in Southwest Georgia.

TIMING: **Short to Mid Term**



### ACTION 2

**Identify financial incentives to increase the nurse educator workforce.**

Explore loan forgiveness, tax incentives, and compensation models to become a nurse educator.

TIMING: **Short to Mid Term**

STRATEGY #6

## Retention - Education Strategy

Increase matriculation rates through improved screening, identification of at-risk students, and support services.



### ACTION 1

**Improve nursing school applicant pool.**

Educate and better prepare students for the rigors of nursing school and careers in nursing.

TIMING: **Short to Mid Term**



### ACTION 2

**Increase nurse and health profession workforce through alternative pathways.**

Develop an alternative path into nursing for students not successful in the application process or nursing school.

TIMING: **Short to Mid Term**



### ACTION 3

**Increase nursing school graduation rates.**

Improve screening to include ability and aptitude for completing nursing school and career as a nurse. Provide support and guidance to succeed.

TIMING: **Long Term**



### ACTION 4

**Promote bedside nursing as a high-demand career.**

Develop a PR campaign to promote nursing as a high-demand career, with an emphasis on bedside nursing.

TIMING: **Mid Term**

STRATEGY #5

## Pipeline and Pathway Strategy

Develop Pipeline and Pathway Partnerships between school systems, academic institutions, and nurse employers.



### ACTION 1

**Increase enrollment in STEM classes and nursing pipeline programs.**

Develop secondary nursing/STEM dual enrollment curriculum paths that meet TCSG and USG requirements.

TIMING: **Short Term**



### ACTION 2

**Expand employer apprenticeships and work-based learning programs.**

Create pathways to employer apprenticeships and work-based learning pathways with local secondary and post-secondary school systems and hospitals.

TIMING: **Mid Term**

STRATEGY #7

## Retention - Employment Strategy

Create work environments that promote retention.



### ACTION 1

**Improve nurse graduate's transition from academics to practice.**

Develop and promote transition programs with mentors and support services directed at navigating nursing challenges in the first year.

TIMING: **Mid Term**



### ACTION 2

**Address increased demands and stress on nurses.**

Identify staffing models that address increased patient acuity and loads, additional time demands of technology and regulatory requirements, and flexible schedules to eliminate burnout.

TIMING: **Long Term**



### ACTION 3

**Increase the bedside nursing workforce.**

Add a Bedside Nurse Advancement Path within the clinical nursing advancement ladder.

TIMING: **Mid Term**



### ACTION 4

**Increase retention.**

Create a culture that values employee input, shared decision-making, and flexible scheduling.

TIMING: **Long Term**