FACTORS AFFECTING NURSE MIGRATION FOR NURSING LEADERS TO CONSIDER TO IMPROVE NURSE RETENTION

Sheila Cameron
Dale Rajacich
Michelle Freeman
Barat Wolfe
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STTI Texas
LEARNER OBJECTIVES

- To examine the stressors affecting nurses’ decisions about work migration
- To identify strategies to improve retention of nurses considering migrating for work
PURPOSE

Examine factors influencing nurse migration between Ontario and Michigan
- DESIGN

Cross-sectional exploratory study with nurses living in Ontario who either worked in Ontario or Michigan
METHOD

Nurse were recruited through the nursing registries in Ontario and Michigan and invited to complete a survey that include demographic information as well as questions exploring selected stressors.
STRESSORS

- Staffing adequacy
- Safety
- Commute strain
- Time-based work interference with family life
- Strain-based work interference with family life
Logistic regression was conducted and all 5 predictors were statistically significant (.001) and reliably distinguished between nurses working in Michigan or Ontario.
However, when all 5 variables were entered in the regression analysis only:

- Commute
- Safety
- Time-based work impact on family life remained significant predictors

- Staffing adequacy and Strain-based impact on family were NS although they approached significance
DEMOGRAPHIC VARIABLES

- AGE
- Gender
- Marital status
- Education
- Work status
- Union representation

<table>
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<th></th>
<th>ONTARIO</th>
<th>MICHIGAN</th>
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<td>AGE</td>
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<td>59%</td>
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<tr>
<td>Gender</td>
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CONCLUSIONS

PUSH/ PULL FACTORS

NURSE STRESSORS

WORK PLACE SAFETY

WORK /FAMILY CONFLICT

COMMUTING
STRATEGIES TO ADDRESS RECRUITMENT AND RETENTION

- Consider nurse stressors in the:
  - Work environment
  - Family
  - Needs of nurses through their career span