Implementation of a Nurse Residency Program for Long Term Care New Nurses in NJ
Nancy Bohnarczyk, MA, RN, CNE
Disclosure

Authors:
• Edna Cadmus, PhD, RN, NEA-BC; FAAN
• Susan Salmond, EdD, RN, FAAN
• Linda Hassler, MS, RN, GCNS-BC, FGNA
• Nancy Bohnarczyk, MA, RN, CNE
• Katherine Black, MSN, RN

Learner Objectives:
• Understand the process of developing and implementing LTC nurse residency
• Discuss environmental factors impacting new nurse transition in LTC settings
• Identify intended and unintended outcomes of the residency program

Funding:
• State of New Jersey Department of Health, Centers for Medicaid and Medicare Services Civil Monetary Penalty Fund
Purpose and Goals

• **Purpose:** Develop, implement and evaluate an innovative 12 month nurse residency model in NJ LTC facilities for new RN graduates.

• **Goals:**
  – Ensure evidence-based practices are employed to improve resident outcomes
  – Reduce workforce instability
Projected Outcomes

Resident/Client
- Reduced readmissions
- Improved quality and safety
- Improved resident satisfaction

Nursing Home
- Workforce stability
- Nurse satisfaction
- Increased interprofessional team satisfaction
- Data on the organizational characteristics that impact outcomes
Recommendation 3: Implement nurse residency programs.

- Health care organizations, HRSA, CMS, and philanthropic organizations **should fund** the development and implementation of nurse residency programs across all practice settings.
- Health care organizations that offer nurse residency programs and foundations **should evaluate** the effectiveness of the residency programs in improving the retention of nurses, expanding competencies, and improving patient outcomes. (S-10)
Context of grant design

- Nursing students limited exposure to long term care setting
- Limited education resources/formal preceptors in the LTC setting
- LTC facility manage care for more medically complex patients
- High degree of staff turnover related to lack of needed training resources

Residency program
## Statistics on RNs

<table>
<thead>
<tr>
<th>Nursing Home</th>
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<tbody>
<tr>
<td>Turnover of RNs</td>
<td>NJ=37.7% US=41.0%</td>
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<tr>
<td>Retention Rates</td>
<td>NJ=53.8% US=49.5%</td>
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<tr>
<td>Vacancy Rates</td>
<td>NJ 4.8% US=7.0%</td>
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AHCA, 2010, Nursing Facility Staffing Survey
Partnership Model

NJAC

NYU - NICHE

LTC Associations

Heldrich Center at Rutgers University

Rutgers University Nursing

Nursing Homes

NJDOH/CMS
3 Components

- Preceptor Education
- Nurse Residency
- Learning Programs
## New Nurse Resident Education

<table>
<thead>
<tr>
<th>CONTENT</th>
<th># DAYS</th>
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<tbody>
<tr>
<td>Overview of Program and Reality Shock</td>
<td>1</td>
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<tr>
<td>Geriatric Resource Nurse Competencies</td>
<td>4</td>
</tr>
<tr>
<td>Dementia Certification Course</td>
<td>2</td>
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<tr>
<td>INTERACT Education with Simulation</td>
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<td>NOFCC ©</td>
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## Preceptor Education

<table>
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<tr>
<th>CONTENT</th>
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<td>The Preceptor Role</td>
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<tr>
<td>Geriatric Resource Nurse Competencies</td>
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Timeline

Cohort 1

- Pre-Survey
- Preceptor education
- Nurse Resident education

LP NR/PR

Graduation April 8, 2015

Post-Surveys April 2015

15 nursing homes

Cohort 2

- Pre-Survey
- Preceptor education
- Nurse Resident education

LP NR/PR

Graduation November 17, 2015

Post-Surveys December 2015

22 nursing homes

LP= Learning Program for both Nurse Resident and Preceptor
Evaluation

• Organizational Characteristics
• Job Satisfaction
• AHRQ Nursing Home Survey on Patient Safety Culture
• Casey-Fink Survey
• Geriatric Institutional Assessment Profile – Nursing Home version
• Qualitative Interviews
Learning Programs

• Advanced Care Planning
• Safe Medication Administration
• New Models in Long Term Care
• Psychotropic Medication Management
• Reducing Hospital Readmissions
• Resolving Conflict
• Role of the Nurse in Survey
• Transitions in Care
Unique Aspects

• Focus on quality and safety
• Focus on the **application** of knowledge, skills and attitudes as it relates to older adult
• Standardized curricula and practicum experiences
• Incorporates simulation technology
• Preceptor education to **align** back to home organization
• Providing **organizational data** to help improve quality outcomes
• Contact hours awarded upon successful completion for both preceptors and new nurses
Outcomes

**Intended**
- Develop/strengthen formal preceptor role in each participating facility
- Adoption of innovation to facility-wide implementation

**Unintended**
- Support network forged within preceptor group, nurse resident group
- Return to school for undergraduate and graduate degrees
- Leadership roles in facility
Deliverables
References


• INTERACT. Interventions to reduce acute care readmissions. [https://interact2.net/](https://interact2.net/)

• Massachusetts Department of Higher Education. Nurse of the Future Nursing Core Competencies. [www.mass.edu/nursing](http://www.mass.edu/nursing)

• National Council Certified Dementia Practitioners. [http://www.nccdp.org/](http://www.nccdp.org/)

• Nurses Improving Care of Healthsystem Elders. Geriatric Resource Nurse. [www.NICHEProgram.org](http://www.NICHEProgram.org)


• Second Wind Dreams – Virtual Dementia Tour [http://www.secondwind.org/](http://www.secondwind.org/)
Questions?

• Contact:
  – Nancy Bohnarczyk, MA, RN, CNE
    • Nancy.bohnarczyk@sn.rutgers.edu
    • 973-353-2708
  – Edna Cadmus PhD, RN, NEA-BC, FAAN
    • ednacadm@rutgers.edu
    • 973-353-1428
  – Susan Salmond EdD, RN, ANEF FAAN
    • salmonsu@sn.rutgers.edu
    • 973-972-9239