



Hawai'i State Center for Nursing

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Vision Malama Nursing Education Capacity Summit

The first National Education Capacity Summit sponsored by Robert Wood Johnson Foundation, Center to Champion Nursing, AARP, Department of Labor, and Department of Human Services was held in June, 2008. A team from Hawai'i was one of 18 teams selected from 49 applicants nationwide to participate in Washington, D.C. Hawai'i had a large and diverse team composed of legislators, educators, Board of Nursing, employers, nursing staff, nurse leaders, AARP and workforce experts

The Summit was focused on four strategic areas, and the team began the year long process of developing a plan to increase education capacity for nursing in Hawai'i. The following are the major focus areas and the specific goals to be addressed within the next three years:

POLICY AND REGULATION

- Identify federal and state regulations which support or inhibit utilizing the nursing workforce to its fullest potential
- Improve services and decrease healthcare costs by improved and enhanced performance
- Define key issues for legislation

EDUCATION REDESIGN

- Increase technology based learning (TBL) to join multi-state consortia to leverage resources
- Implement statewide UH Consortium curriculum and redesign of clinical nursing education

INCREASE FACULTY CAPACITY AND DIVERSITY

- Award fellowships and scholarships generated by partners and sponsoring agencies for faculty development
- Augment nursing school faculty by use of graduate students including those from other majors; recruiting expert practitioners to participate in clinical teaching; providing incentives to engage in teaching by offering tuition waivers in exchange for services

STRATEGIC PARTNERSHIPS

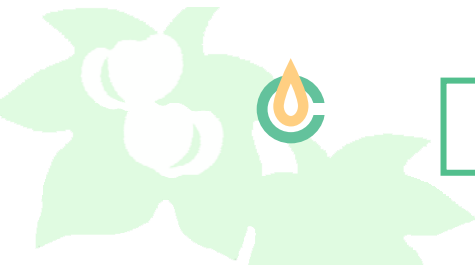
- Develop a statewide program(s) to encourage professional growth/enrichment for mid-career RNs
- Develop a statewide tracking and matching program for nursing students at the beginning of the clinical rotation

Our Mission:

To assure that the State of Hawai'i has the nursing resources necessary to meet the health care needs of its people.



This was an excellent experience and provided a rich beginning to the task ahead. We now have a group of partners from within our state and across the nation, and will serve as resources to each other. Many thanks go to all the individuals and organizations who are supporting this team!



Hawai'i Nurse Internship Project

With continuing evidence about the nursing shortage and the need for an increase in educational capacity, the Hawai'i State Center for Nursing realizes that it is critically important to address the issues of retention of the existing nursing workforce. Nationwide, there are numerous efforts focusing on the high risk groups of nurses that include new graduate RNs, frontline managers, and older nurses. Of particular concern is the retention of new graduate nurses who are expected, over time, to replace seasoned nurses retiring from the field. However, retention of new graduates is proving to be a challenge for the profession. Estimates as high as 70% of new nurse graduates are reported to leave their first job within the first year in organizations without an orientation program (Kovner et al., 2007).¹



To counteract this loss of new nurses, numerous nurse retention strategies have been developed and implemented. Evidence examining the impact of retention strategies directed at the transition to practice of new graduate RNs has demonstrated a significant reduction in turnover (Halfer, 2007).² These strategies include comprehensive orientation programs, preceptor development programs, and/or transition-to-practice programs.

After an extensive review of the literature as well as a state-wide survey of existing programs, the Center established criteria for programs to be considered. Programs needed to be standardized, theory-based, established with a track record of success, suitable for nurses from both BSN and ADN nursing programs, and was amenable for evaluation of outcomes, i.e. retention rates and satisfaction. The program had to be cost effective so that all healthcare facilities in Hawai'i could avail themselves of it, regardless of size or resource capability. The Vermont Nurse Internship Project (VNIP) was identified as the program to best meet the needs of Hawai'i.

Program implementation began in May, 2008. The HMSA Foundation provided grant funding for a site license so that the program could be made available throughout the state. Five healthcare facilities in Hawai'i partnered with the Center and are in the process of implementing the program: (1) Kapi'olani Medical Center for Women & Children; (2) Maui Memorial Hospital; (3) Kapi'olani Medical Center at Pali Momi Hospital; (4) Queen's Medical Center; and (5) Tripler Army Medical Center.

The Hawai'i Nurse Internship Program (HNIP) is structured with an intensive preceptor development component for nurses providing direct patient care who work with new graduate nurses. It is designed to build long-term sustainable capacity within each organization by developing nurse educators, managers, and staff RN preceptors to work with new graduates and enable them to teach, coach, mentor, lead, and evaluate new nurses. New graduates receive a minimum of 12 weeks of new graduate orientation, including 40 hours of didactic teaching and weekly competency assessments. An additional expected outcome of this Program is to change the culture of health care organizations to become a more supportive environment in order to assist the transition of the novice nurse into successful practice.

¹ Kovner, C.T., et al. (2007). Newly licensed RNs' characteristics, work attitudes, and intentions to work. *AJN*, 107(9): 58-70.

² Halfer, D. (2007). A magnetic strategy for new graduate nurses. *Nursing Economics*, 25(1): 6-11.

Hawai'i Partners in Nursing: Addressing Recruitment and Retention in Long Term Care

In August, 2006, Hawai'i was awarded one of the first Robert Wood Johnson funded Partners in Nursing grants given nationwide. This has been a most satisfying and rewarding project involving many partners statewide and across the nation. The HMSA Foundation, which provided the major source of matching funds, has led the way statewide with their interest and support of nursing. The project was designed and implemented as a demonstration project focused on increasing interest in geriatric nursing and recruiting and retaining nurses in long term care. The following is a summary of the project:

PROJECT ARMS:

- Student nurse rotations for clinical experiences in long term care
- Academic faculty education provided for staff in long term care
- *Professional Nurse Leadership for Long Term Care* provided as a training program for long term care nurses

FUNDING PARTNERS: Robert Wood Johnson Foundation, Northwest Health Foundation, HMSA Foundation, Hale Makua, the Queen Emma Nursing Institute, Hawai'i State Center for Nursing

PROJECT PARTNERS:

- Hawai'i Pacific University and Hi'olani Care Center at Kahala Nui
- Kapiolani Community College and Leahi Hospital
- Maui Community College and Hale Makua
- University of Hawai'i at Manoa with Maunalani Nursing and Rehabilitation Center
- VITEC at Maui Community College

SUSTAINABLE RESULTS AND PRODUCTS:

- Two new sites for clinical rotations of nursing students
- Video production focused on nursing careers in long term care nursing
- Curriculum (long and short versions) for *Professional Nurse Leadership for Long Term Care*
- Library housed at the Center for Nursing of inservice education modules and videos
- Continuing implementation of leadership/preceptor program in long term care organizations utilizing core of certified trainers

NEXT STEPS:

- Evaluation data will be reported and publications submitted
- HPIN Library will be made available to LTC organizations
- Partnerships will be expanded and existing partners will be available as resources and mentors

FUNDING NEEDED:

- Phase 2 will seek to replicate the project utilizing what has been learned in the demonstration phase
- Expansion of the leadership/preceptor program in LTC statewide



This 2-year project was designed to build lasting partnerships which will lead to sustainable changes within our community. It has been a window into the world of *WHAT IS POSSIBLE* when we partner and work together collaboratively. It has been challenging, energizing and exciting! Many thanks are due to our funders and partners who have made this project a tremendous success!



FROM THE EXECUTIVE DIRECTOR

ALOHA



In December, 2008, I will be leaving the position of Executive Director of the Center for Nursing, a position that has enriched my life beyond what I could have imagined! The 3+ years have been stimulating, challenging, exciting and FUN. The very best part of this role has been working with so many of you and seeing the tremendous energy that the nursing community in Hawai'i has for moving our profession into the future. I have also been immensely gratified at the response of our community partners who readily see the importance of nurses in healthcare and what can be accomplished together.

The Center has had a successful start because you were willing to say YES and to roll up your sleeves and contribute your time and energy. We have had hundreds of nurses and others from throughout our state get involved and help us develop programs to meet the needs of nurses statewide.

The Center has completed its "start up" phase, and now needs to develop an ever expanding vision of how to create partnerships for the future and to increase our reach. A search process is underway, and it will be exciting to have a new leader at the helm to lead the Center forward.

There is no way to express my gratitude to each of you for your support of the Center and for what you do every day! I am so proud to be a nurse and to work in a special place where the aloha shines so brightly.

Mahalo Nui Loa!

Barbara P. Mathews

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STAY TUNED for....

- Request for Proposals for Recruitment and Retention Projects
- Pacific Institute of Nursing Conference, March 18-20, 2009
- Leadership Development Programs
- Career Fair, March 27, 2009
- Preceptor Program Expansion
- RN Survey, June, 2009
- Hawai'i Partners in Nursing (HPIN) Program Expansion