Recommendation #3

- Implement Nurse Residency Programs
  - Develop and implement programs across practice settings
  - Evaluate effectiveness in retention, expanding competencies, and improving patient outcomes

Institute of Medicine (2010)
Iowa Coalition Priority

- Only 7 state-wide programs
- Large % CAH
- Limited resources
- Multiple practice settings

Campaign for Action Established (2010)

Iowa Action Coalition Established to implement IOM report recommendations (2012)

Nurse Residency Taskforce charged with creating innovative and cost-effective alternative (2012-2014)

Iowa Online Nurse Residency Program (IONRP) Implemented (June 2014)
Iowa Online Nurse Residency Program

Modules Completed Online

Online Discussion with Cohort

Face-to-Face Discussion within Facility
# Current Settings/Enrollment

<table>
<thead>
<tr>
<th>Option</th>
<th>Residents Enrolled</th>
<th>Facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online</td>
<td>63</td>
<td>26</td>
</tr>
<tr>
<td>Blended</td>
<td>410</td>
<td>25</td>
</tr>
<tr>
<td>total</td>
<td>473</td>
<td>47</td>
</tr>
</tbody>
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- Rural Acute Care Hospitals
- Referral Acute Care Hospitals
- Critical Access Hospitals
- Long-term Care Facility
- Urban Acute Care Hospitals
- Mental Health Facility
Challenges

- Unit support- staff and front-line managers
- On-site coordinator
- Preceptor competencies
- Resident engagement
- Impact on staffing issues

- Program (Research) integrity
- Quality or Evidence-based projects- project mentor competencies
- Evaluation of program outcomes
2015 Follow-Up Report

- The National Academy of Medicine released follow-up report in December 2015:
  - *ASSESSING PROGRESS on the Institute of Medicine Report THE FUTURE OF NURSING*
2015 Report Findings

- Demonstrated improvement in efficiency of health care services and retention of new nurse graduates
- Good models for RN residencies; fewer models for APRN residencies
- Most are hospital-based and focus on acute care
- Lack of funding has limited growth
- The Campaign for Action does not have a major dashboard indicator for recommendation; using supplemental indicator “percent of hospitals that have new RN graduate residencies”
2015 Report Conclusions

- Evaluation challenges due program variation
- Further evaluation with measurable outcomes;
- Evidence suggests positive effects on retention and job satisfaction
- Existing programs can be used as models
- Systematic efforts to track growth have been limited
World Café Questions

• How do we achieve total buy-in of the residency program from upper management to staff level, including the new graduate?
  • This includes nursing and hospital leadership, site coordinators, mentors, preceptors, resident, unit manager, and staff.

• How do we maintain the integrity of the research behind the nurse residency programs and thus sustain outcome initiatives?
  • This includes using as intended, blending existing, preceptor, and projects.