



Data Delivered: 2019, COVID-19 and the next 19

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vizient[®]

Disclosure

Today's speakers have nothing to disclose.

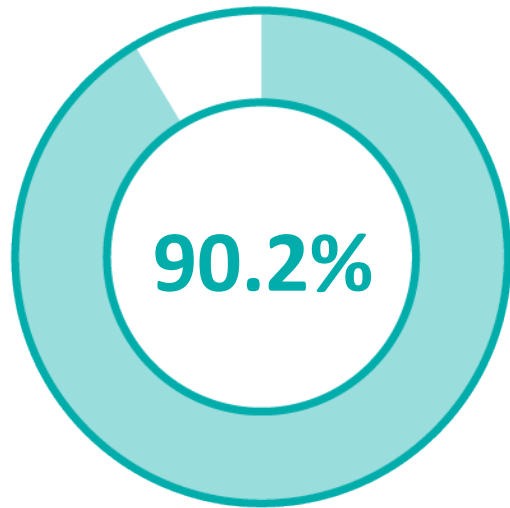
Objectives

- 1. Identify meaningful program data that NRP coordinators can present to their advisory board and nursing leadership**
- 2. Determine characteristics that affected retention and turnover rates**
- 3. Utilize data in combination with an evaluation plan to support and promote the program.**
- 4. Identify data analysis methods to compare COVID-19 data to that of past cohorts.**

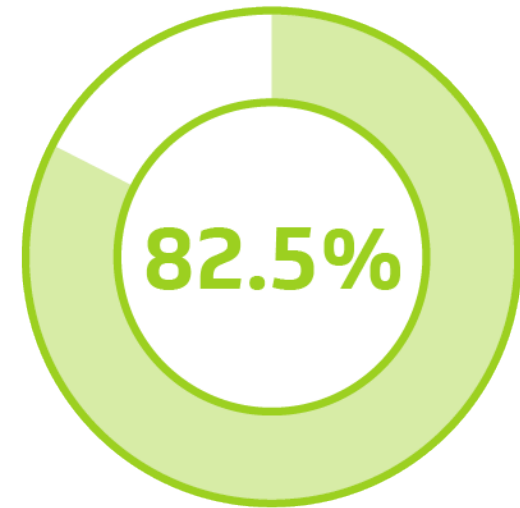
Vizient/AACN Nurse Residency Program 2018 program outcomes



Retention is a signature outcome of the Vizient/AACN Nurse Residency Program



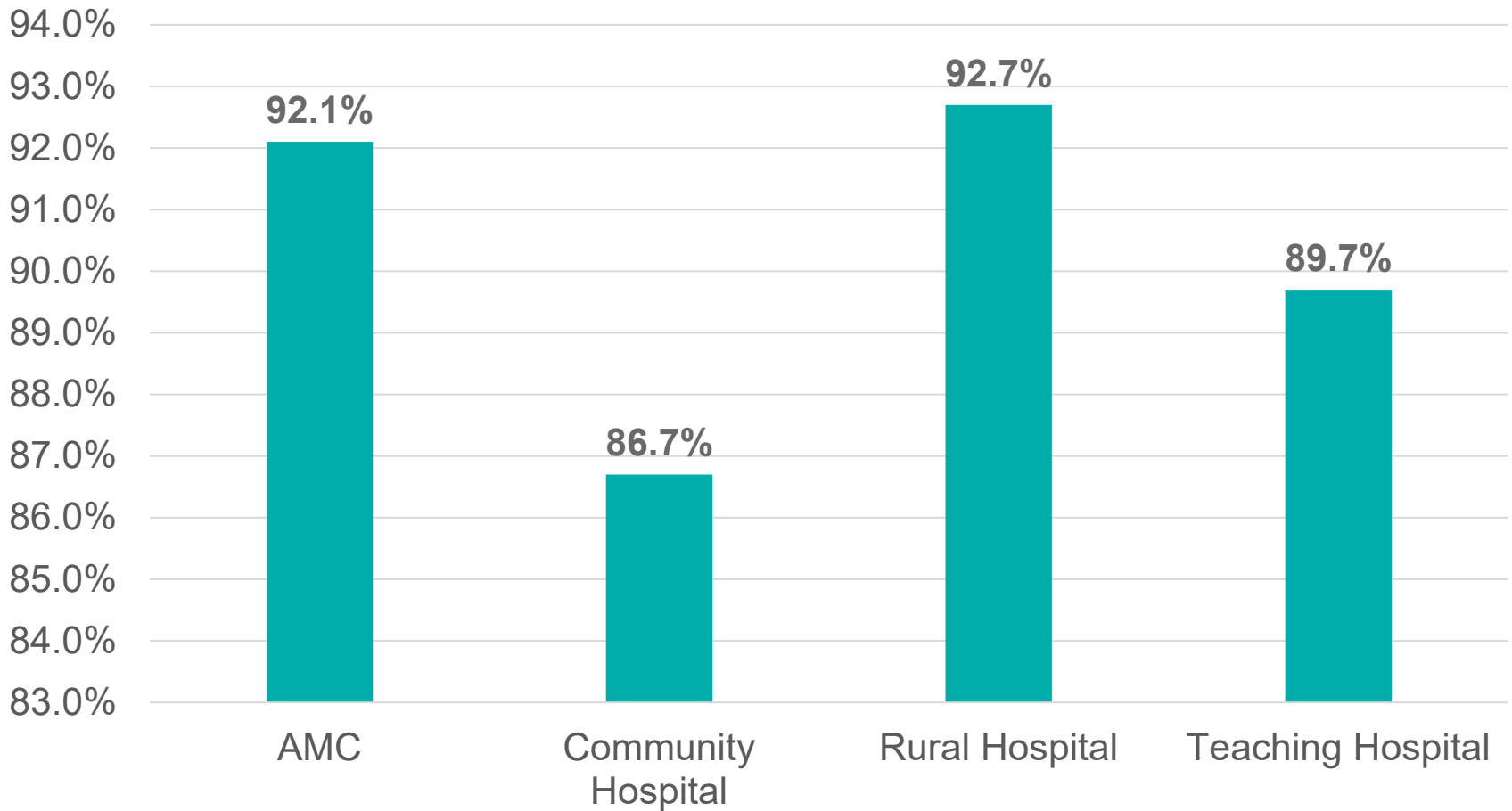
Vizient/AACN Nurse Residency Program™



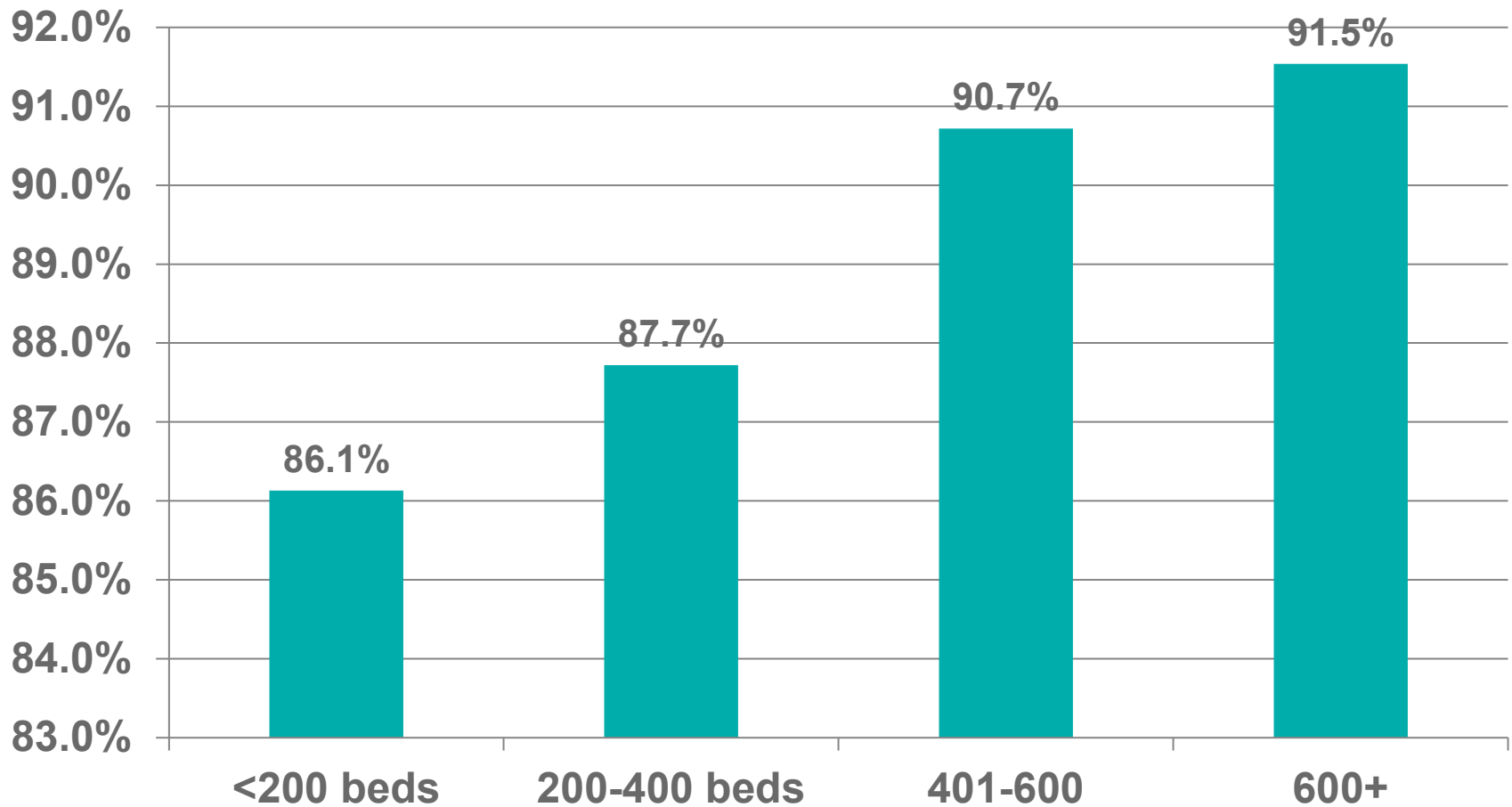
National benchmark¹

¹ Kovner CT, Brewer CS, Fatehi F, Jun J. What does nurse turnover rate mean and what is the rate? *Policy Polit Nurs Pract.* 2014;15(3-4):64-71.

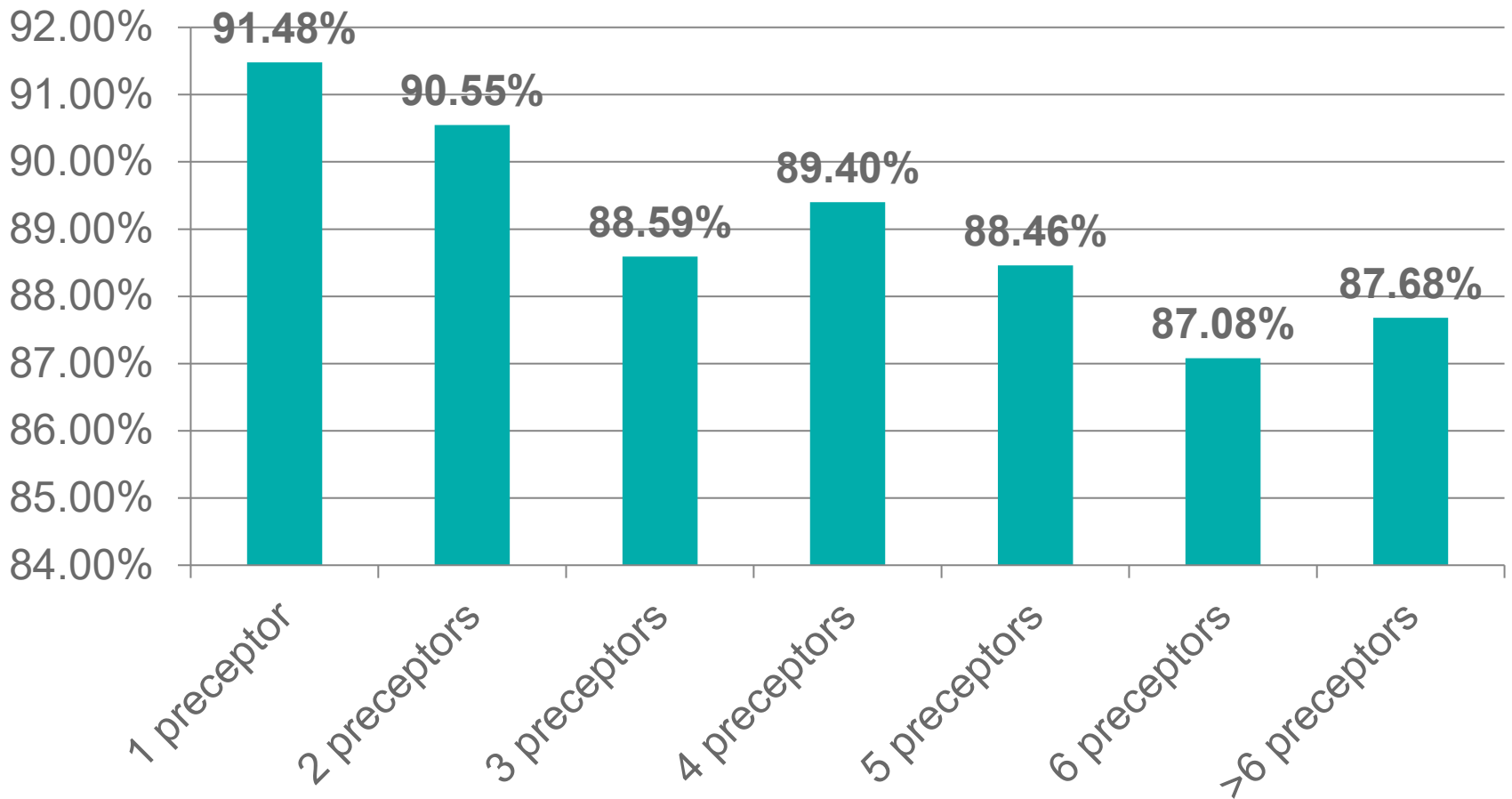
Retention by organization type



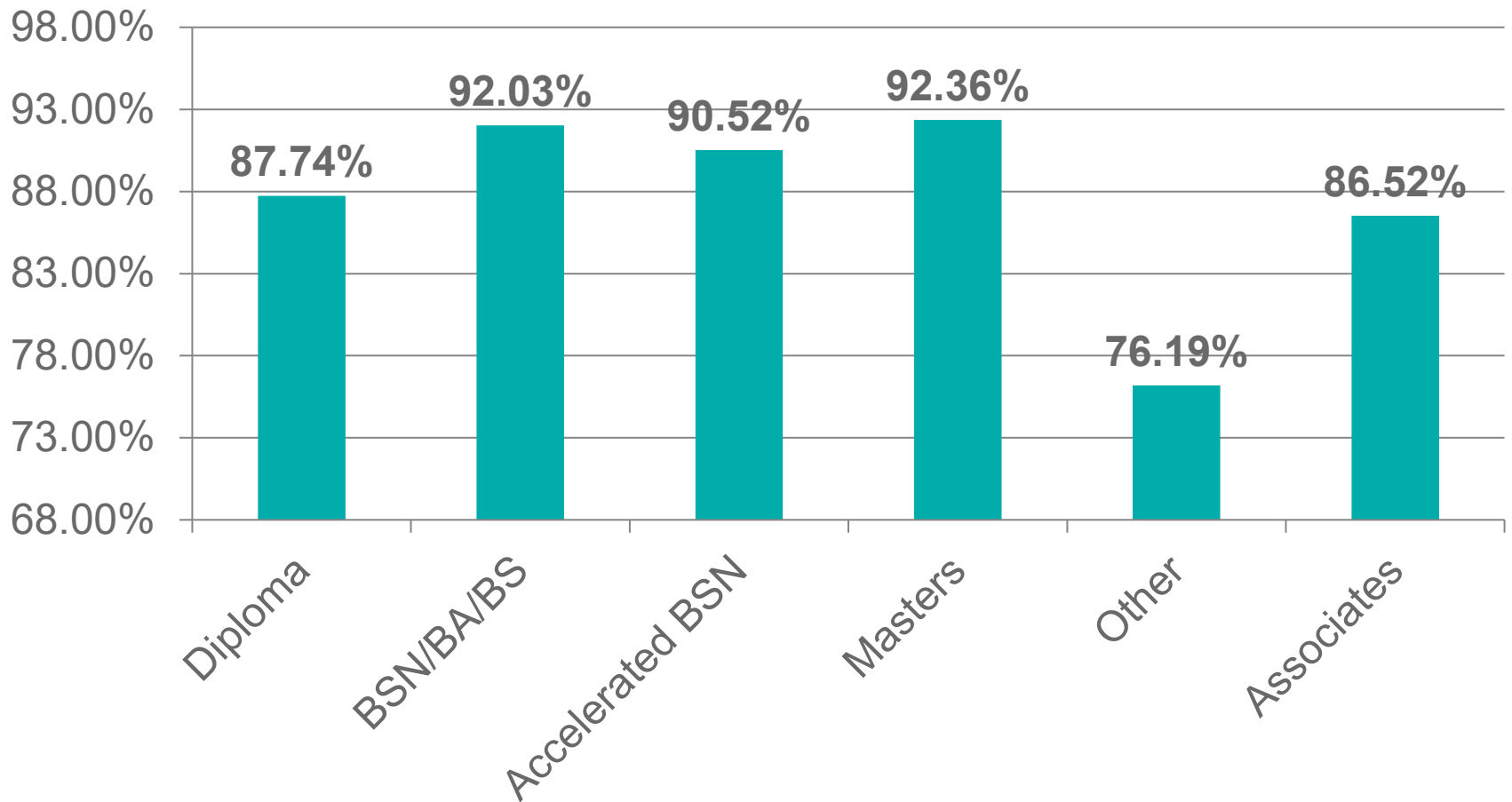
Retention by bed size



Retention by preceptors



Retention by degree



Number of nurses by degree

Degree type	Number of Nurses
Diploma	473
Associate Degree	6574
BSN/BA/BS	11,999
Accelerated BSN	3,069
Masters	445
Other	64

Top 5 reasons BSN/BA/BS leave job

Relocating out of area: 26.17%

Other/Unknown: 20.88%

Unsatisfactory performance: 13.44%

Obtained position representing a different job experience: 10.49%

Unhappy with job/facility: 5.40%

Top 5 reasons Associates leave job

Other/unknown: 23.02%

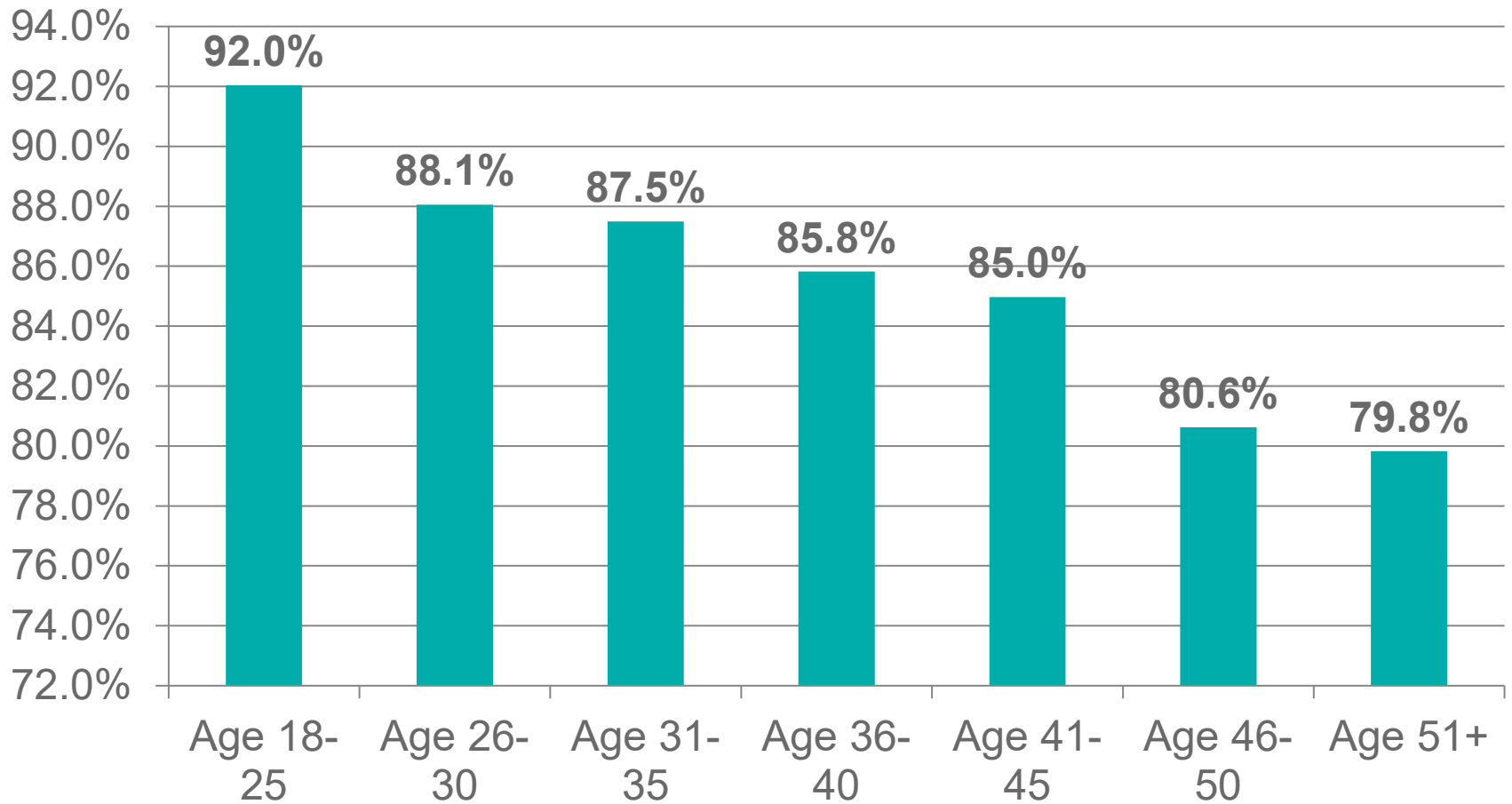
Relocating out of area: 15.24%

Unsatisfactory performance: 10.84%

Obtained position representing a different job experience: (10.16%)

Unhappy with job/facility: 8.01%

Retention by age



Number of residents per age group

Age Range	Number of residents
Age 18-25	12,532 (59.45%)
Age 26-30	4,444 (21.08%)
Age 31-35	1,974 (9.36%)
Age 36-40	1,037 (4.92%)
Age 41-45	539 (2.56%)
Age 46-50	320 (1.52%)
Age 51+	233 (1.11%)

Top 5 reasons for leaving the organization

Age 18-25



- Relocating out of area: 29.56%
- Other/Unknown: 21.27%
- Obtained position representing a different job experience: 12.66%
- Unsatisfactory Performance: 8.82%
- Unhappy with Job/Facility: 5.91%

Age 26-30



- Other/Unknown: 24.71%
- Relocating out of area: 20.31%
- Unsatisfactory Performance: 12.64%
- Family obligations: 8.43%
- Obtained a position representing a different job experience: 8.05%

Age 30+

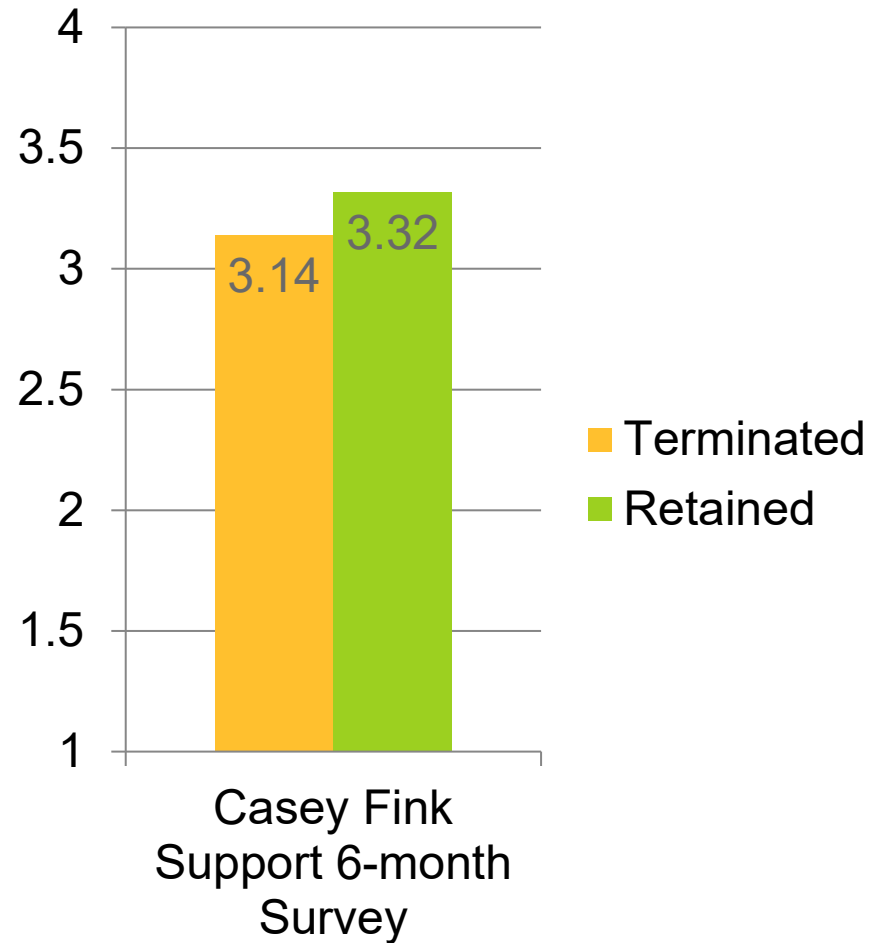
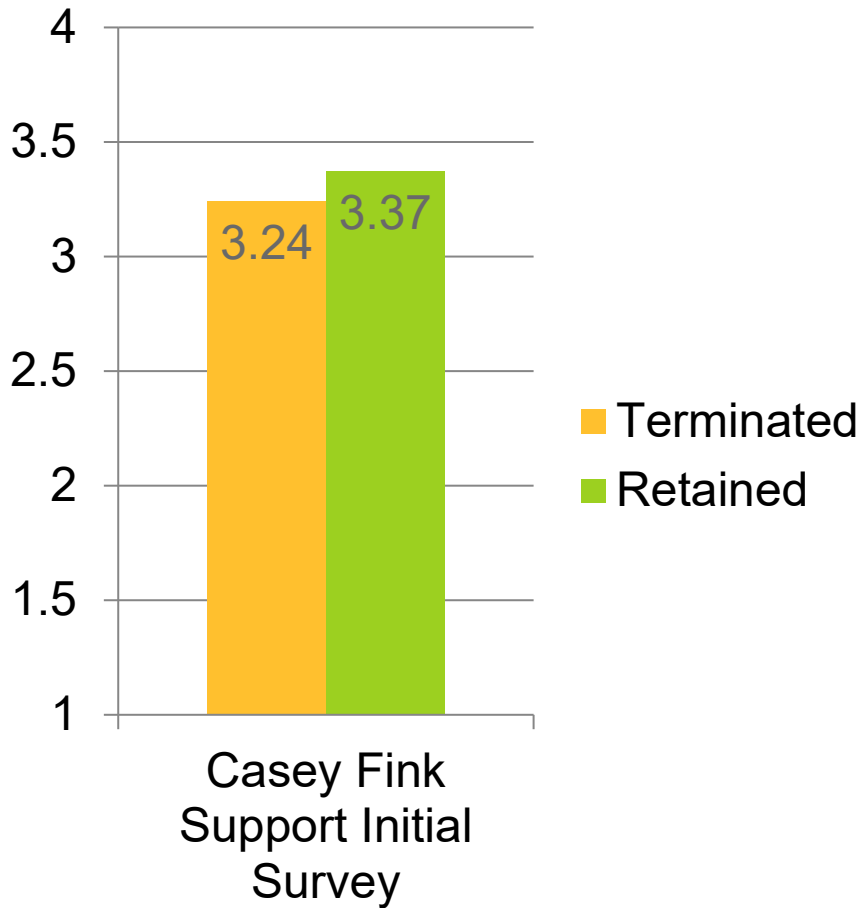


- Other/Unknown: 21.97%
- Unsatisfactory job performance: 19.33%
- Obtained a position representing a different job experience: 10.72%
- Relocating out of area: 10.02%
- Unhappy with Job/Facility: 9.14%

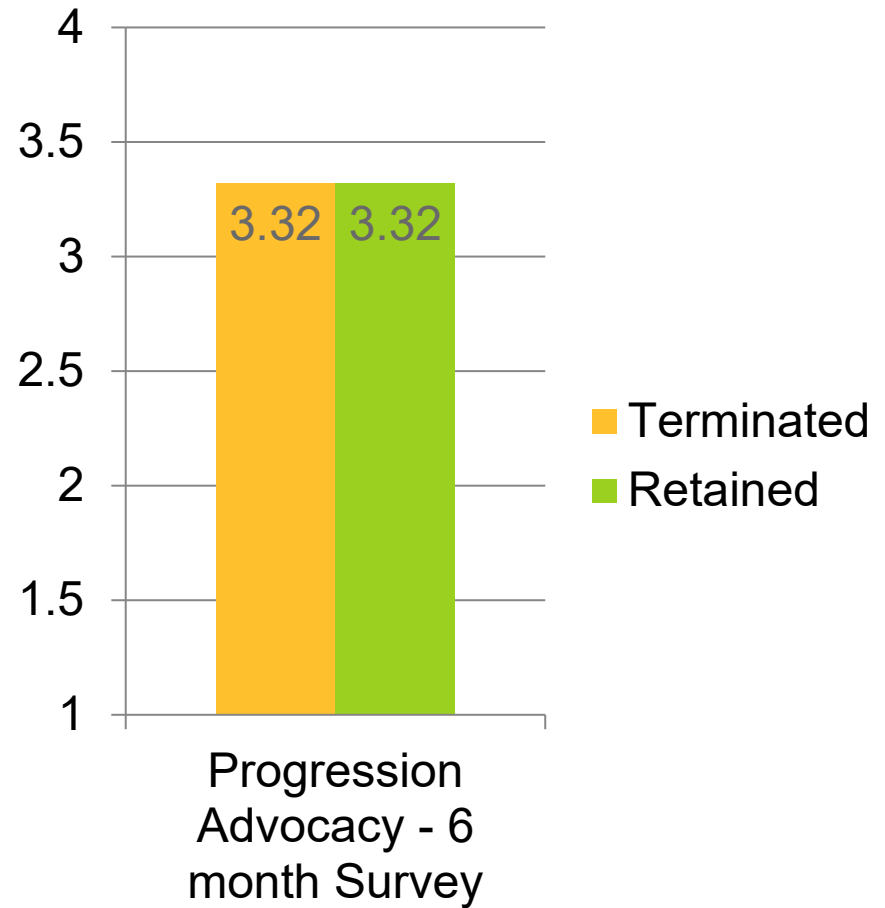
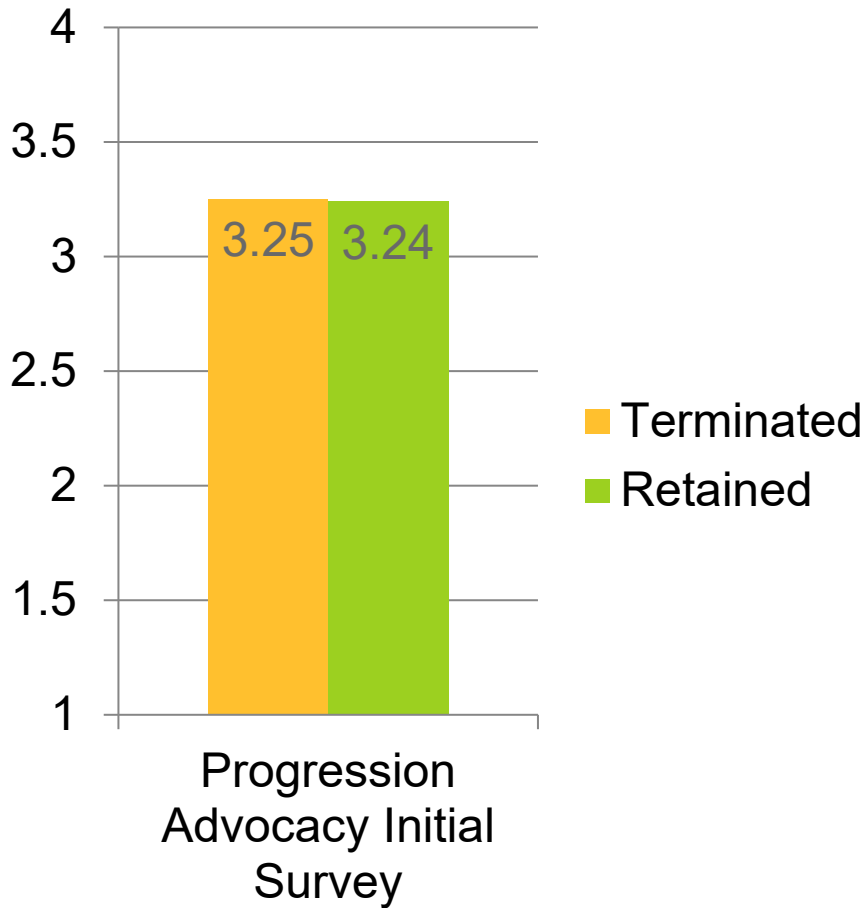
Resident survey responses



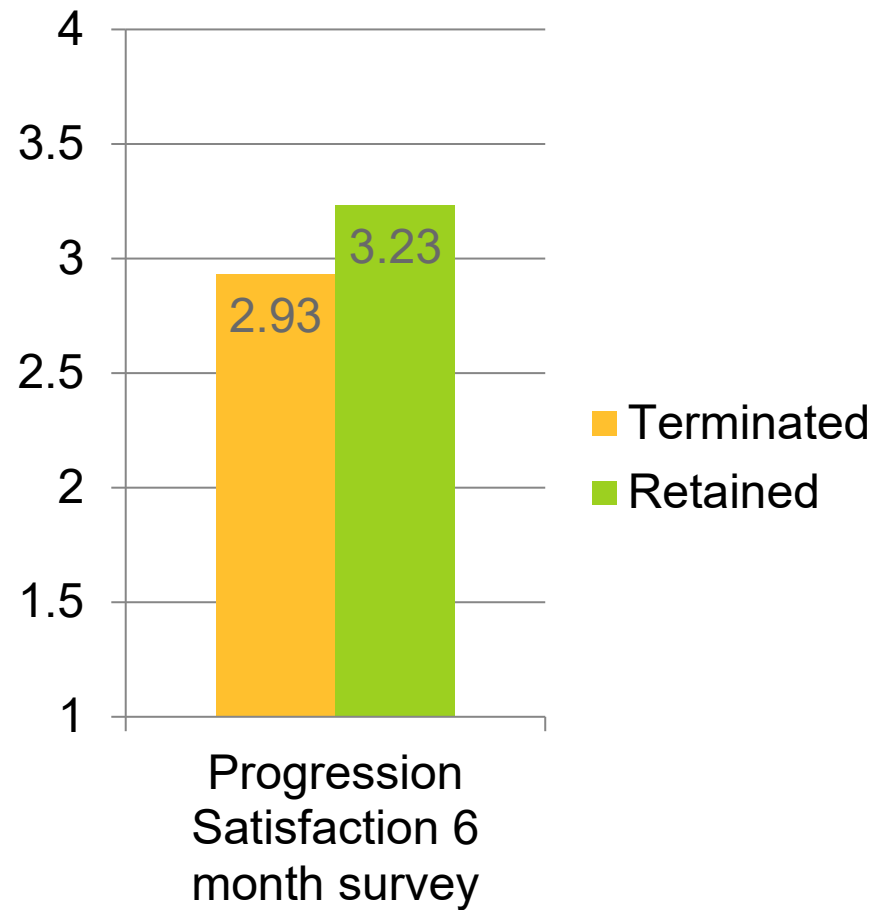
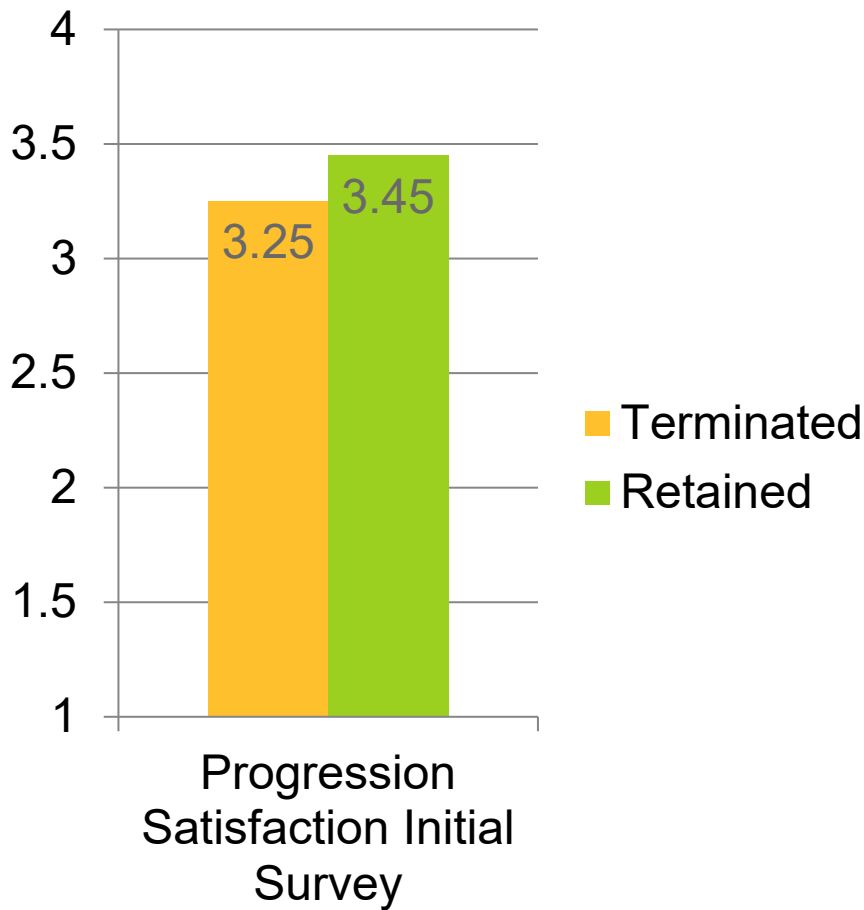
Casey Fink Support by first year termination



Progression Advocacy by first year termination



Progression Satisfaction by first year termination



Highest rated seminar topics

Overall (Likert scale 1-3). How helpful was each topic...

1. Ethical Decision Making: 2.46
2. Infection prevention and control: 2.43
3. Stress management and self-care: 2.43
4. Skin and wound care: 2.43
5. Evidence-based practice project: 2.42



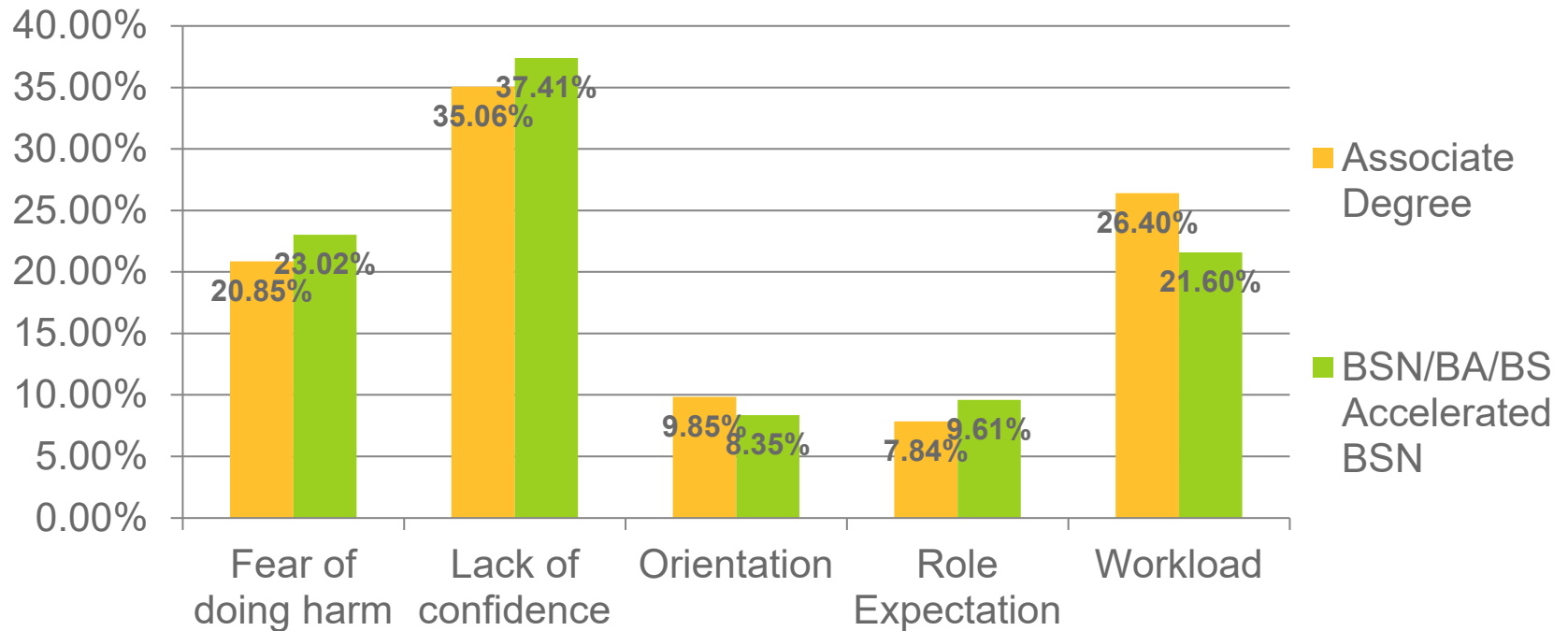
Lowest rated seminar topics

Overall (Likert scale 1-3). How helpful was each topic...

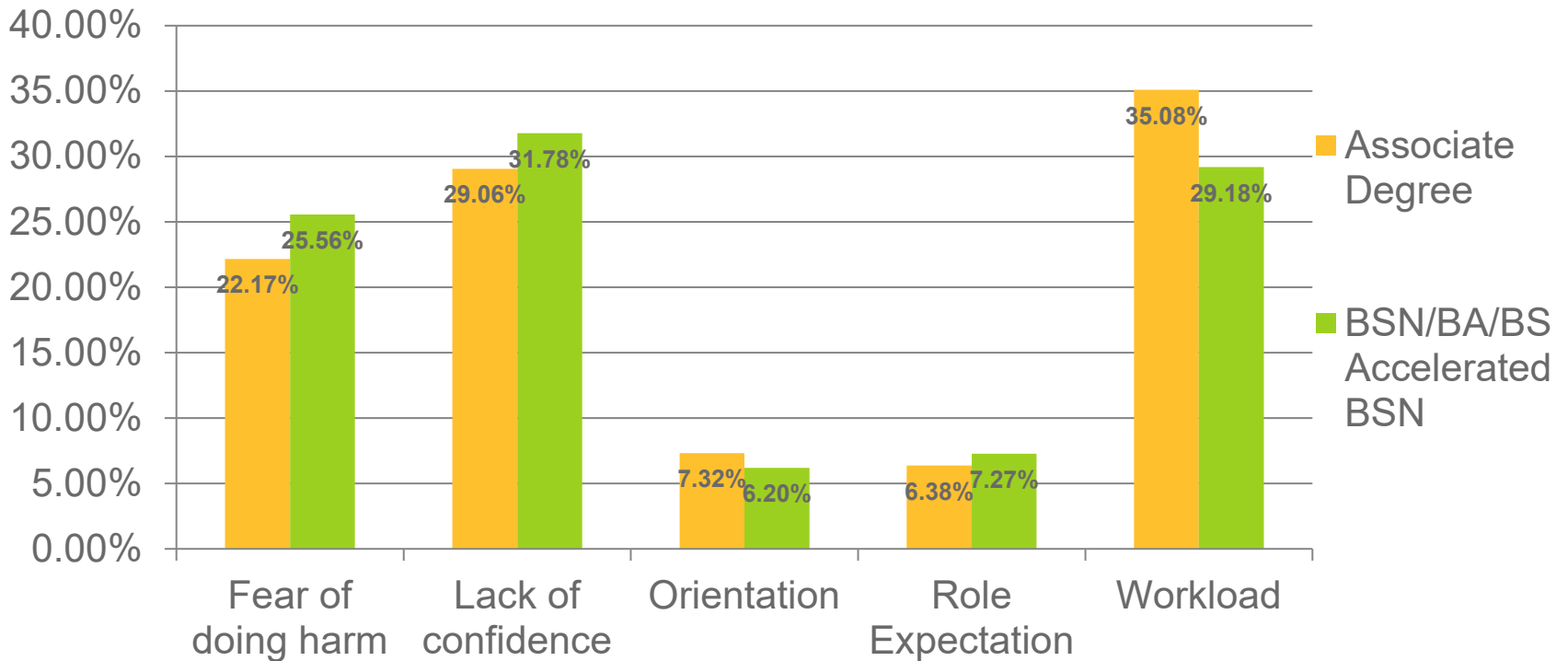
1. Organization of data and shift report: 2.29
2. Patient/family teaching: 2.34
3. Fall prevention: 2.35
3. Conflict Resolution: 2.35



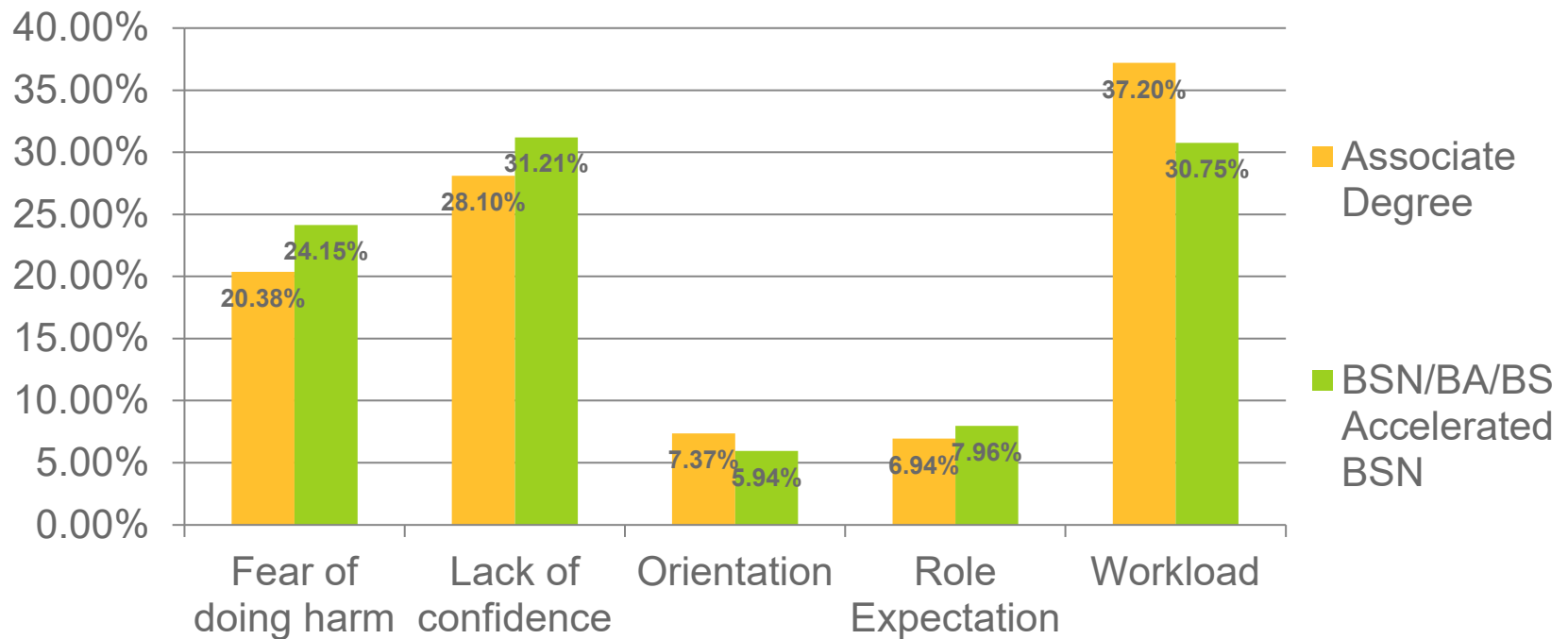
Casey Fink Most difficult transition from student to RN – initial survey



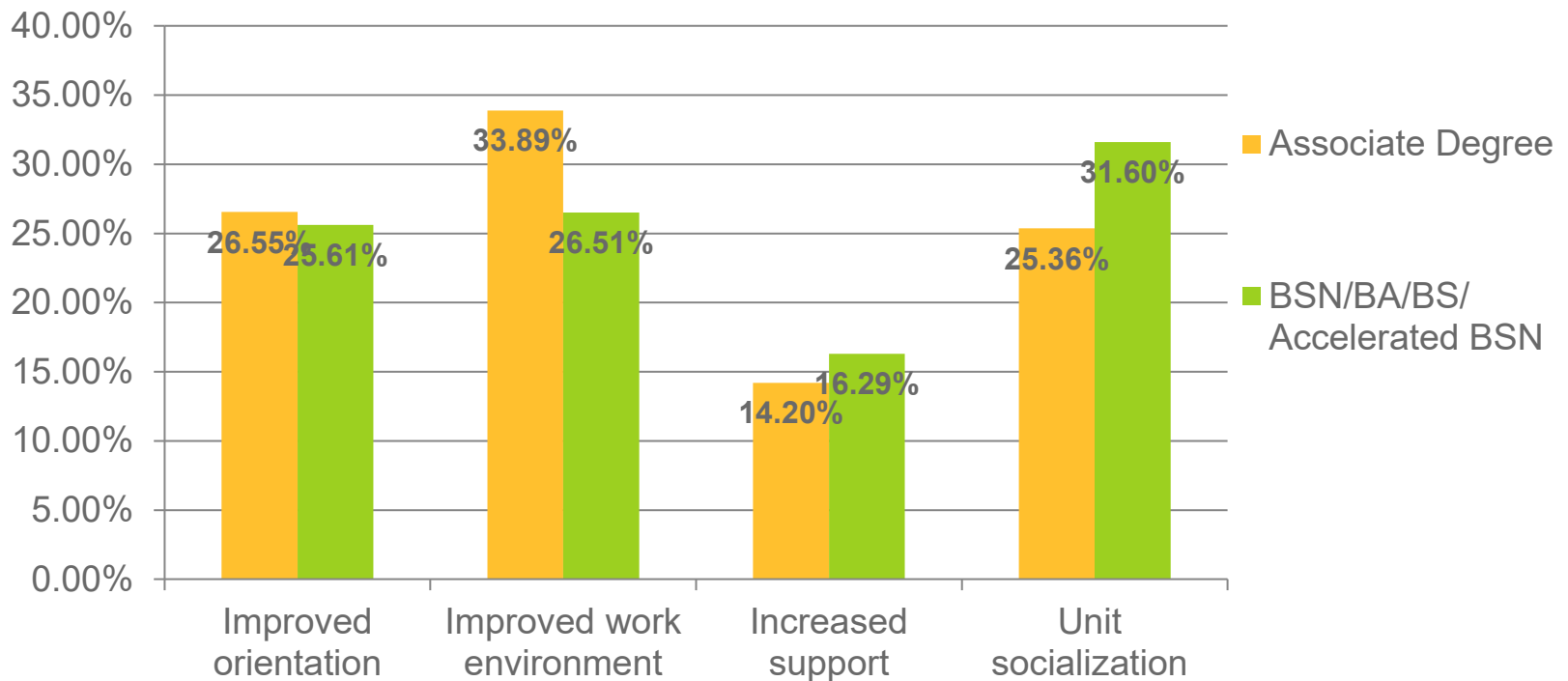
Casey Fink Most difficult transition from student to RN – six-month survey



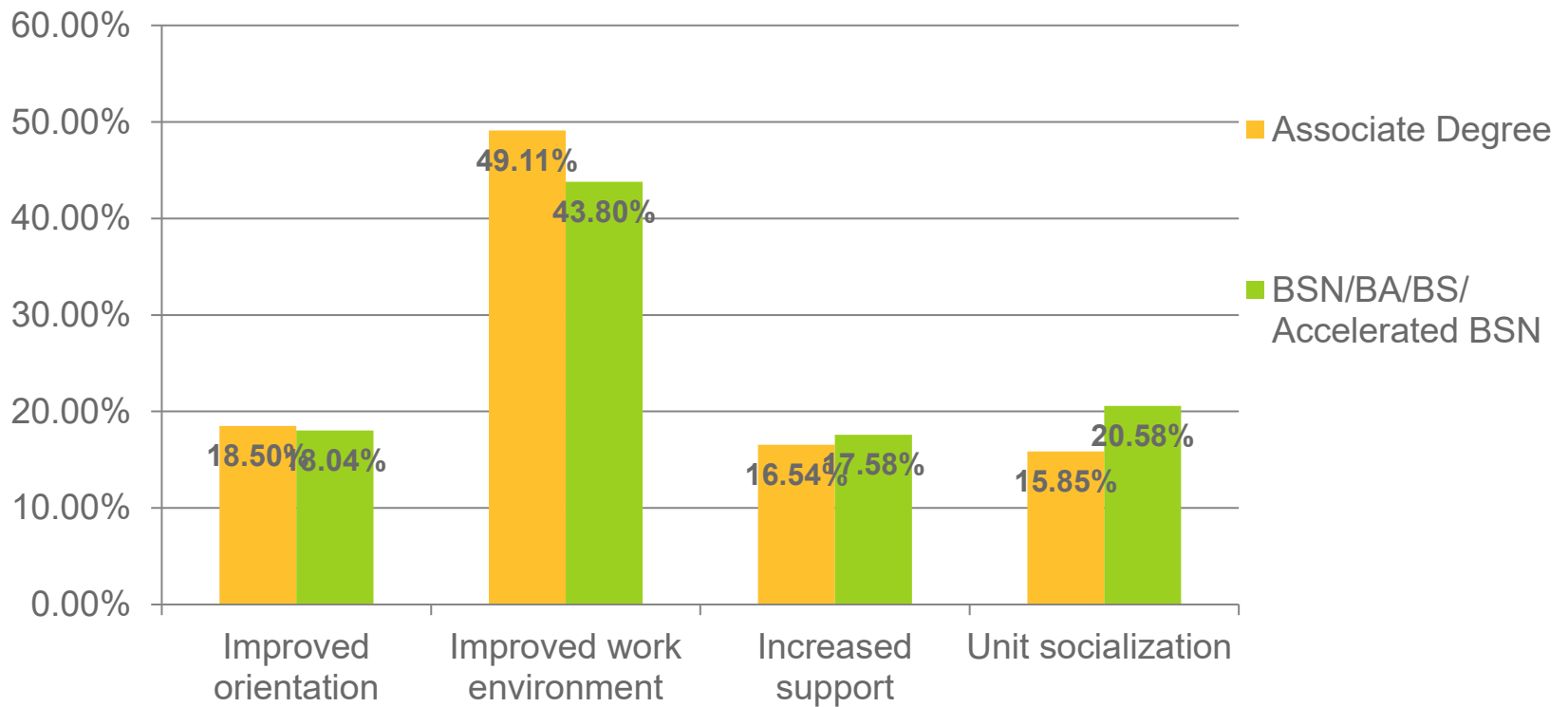
Casey Fink Transition: Most difficult transition from student to RN – twelve month survey



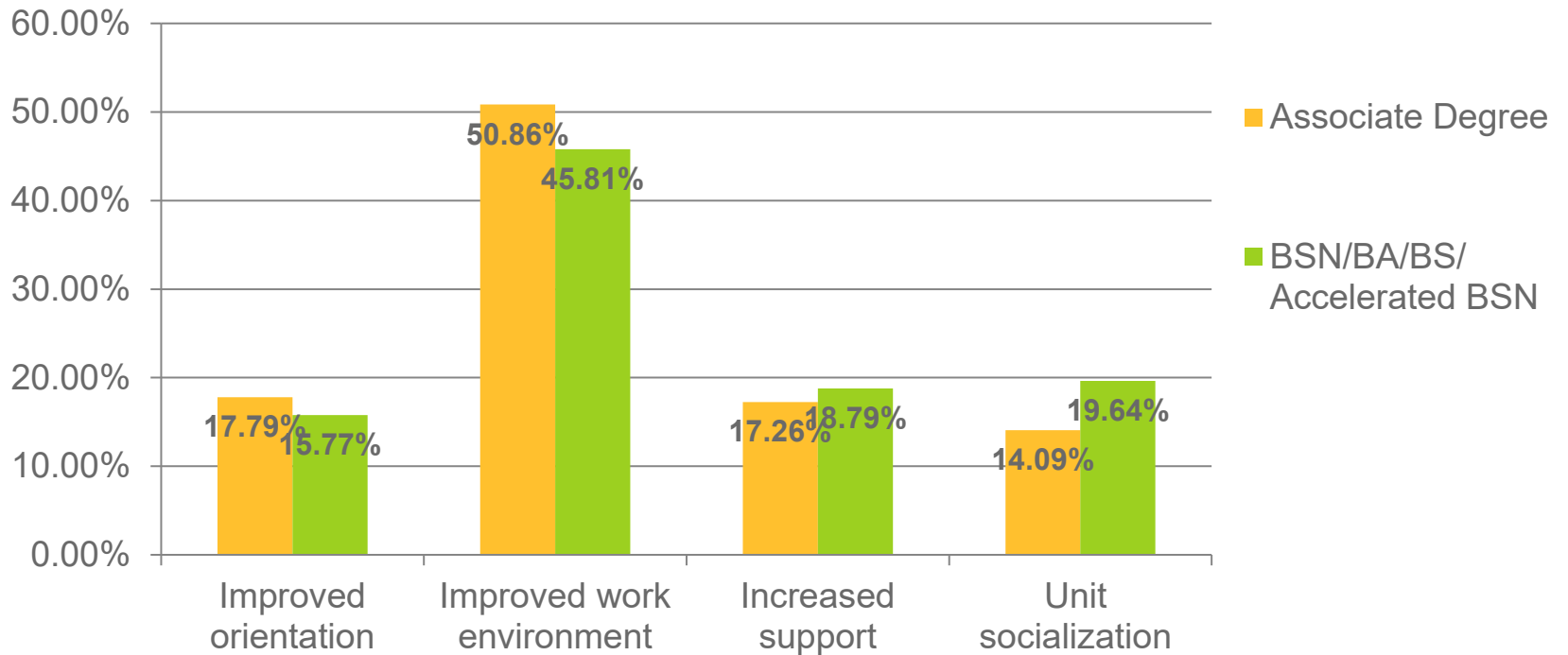
Casey Fink Transition: Which one action could be done to help you feel more supported or integrated into the unit – initial survey



Casey Fink transition: Which one action could be done to help you feel more supported or integrated into the unit – 6-month survey



Casey Fink Transition: Which one action could be done to help you feel more supported or integrated into the unit – 12-month survey



Examining your programs data



Create an evaluation plan

An evaluation plan is a road map of your program. It highlights the priorities of your NRP program and helps guide continual improvement. An evaluation plan highlights the purpose of the program and is a great way to communicate with your stakeholders.

Possible headings for evaluation plans

Program Goal	Performance Measure	Competency	Frequency of measurement	Expected Outcome	Actual Outcome	Modifications needed

What is important to your organization?

Retention

- What are the top 3 reasons residents leave your organization
- Does retention differ by degree?

Resident survey data

- Organizational Initiatives
- Nursing leadership's input
- Time frame

Nurse leadership survey

- What are you stakeholders saying?

Answering your organizations retention questions

Site Reports

- Hires by unit, degree, GPA, gender
- Termination by age, gender, unit, degree, school, GPA, reason

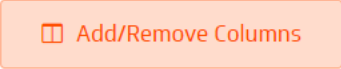

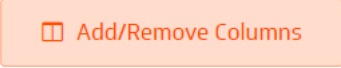
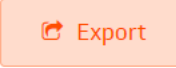
NRP Admin tool

- Combine multiple years data to look at trends over years
- Provides all resident demographic data for termination

NRP Dashboard

- Termination number and percentage compared to benchmark
- Reasons for termination compared to benchmark

What is the number one reason for termination in 2018 and 2019 combined?

1. Navigate to NRP Admin tool
2. Select Add/Remove Columns (far right)  
3. In edit columns screen select 'Termination Reason' and save
4. Select Export  
5. This will export to an excel file
6. Use the 'Sort Filter' option on the home banner to use the filter option select only cohorts from 2018 and 2019
7. Use the 'Sort Filter' option and use the filter option to select only nurses who have been terminated

Poll: Calculating termination numbers

As a coordinator, do you know the formula to use to calculate termination percentages are your organization?

A. Yes, I feel comfortable doing this

B. No, can we review the formula



Calculating the numbers: Overall termination rate

You have 28 nurses who terminated in 2018 and you hired 344.
What is your turnover rate?

Formula:

$$\frac{\text{Number of new graduate nurses who left the organization in 2018}}{\text{Total number of new graduate nurses hired in 2018}}$$

28/344 = 8.14% turnover rate or 91.86% retention rate

Calculating the numbers

Which unit had the highest turnover rate between the years of 2017-2019? Medical/Surgical hired 93 residents and 8 have left the organization. The Emergency Department hired 30 and 1 left the organization. The Medicine ICU hired 9 and 1 left the organization.

Formula:

$$\frac{\text{Number of new graduate nurses who left the organization from 2017 – 2019 from a specific unit}}{\text{Total number of new graduate nurses hired from 2017 – 2019 into a specific unit}}$$

Medical Surgical = $8/93 = 8.6\%$ termination rate

Emergency Department = $1/30 = 3.3\%$ termination rate

Medicine ICU = $1/9 = 11\%$ termination rate

Additional termination questions to consider

1. What is the top three reasons residents leave the organization?
2. Does termination differ by GPA?
3. Do terminations differ by the time of year (i.e. October cohort's have lower terminations then July cohort's)
4. Do terminations differ by school?



Resident survey data: What question are you asking?

How do my nurse residents from July 2020 differ from my nurse residents in July 2019

- Benchmarking group: Self Compare

How do my nurse residents from July 2020 compare to the nurse residents nationally?

- Benchmarking group: mean of all NRP participants

Poll: Benchmarking Trivia

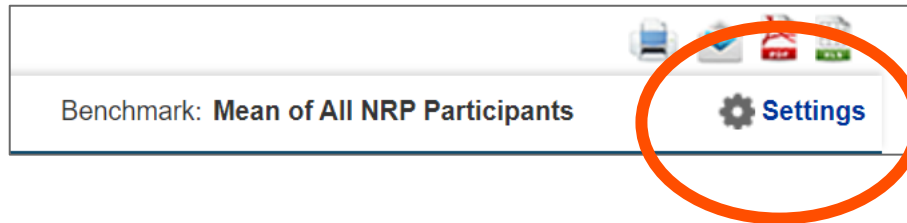
I implemented new curriculum at the end of 2018 to address concerns from my unit leadership surrounding resident's ability to collaborate. In reviewing data this year to understand if there was a change, the benchmarking group I would select to compare to would be

- A. Mean of all NRP Participants
- B. Self compare

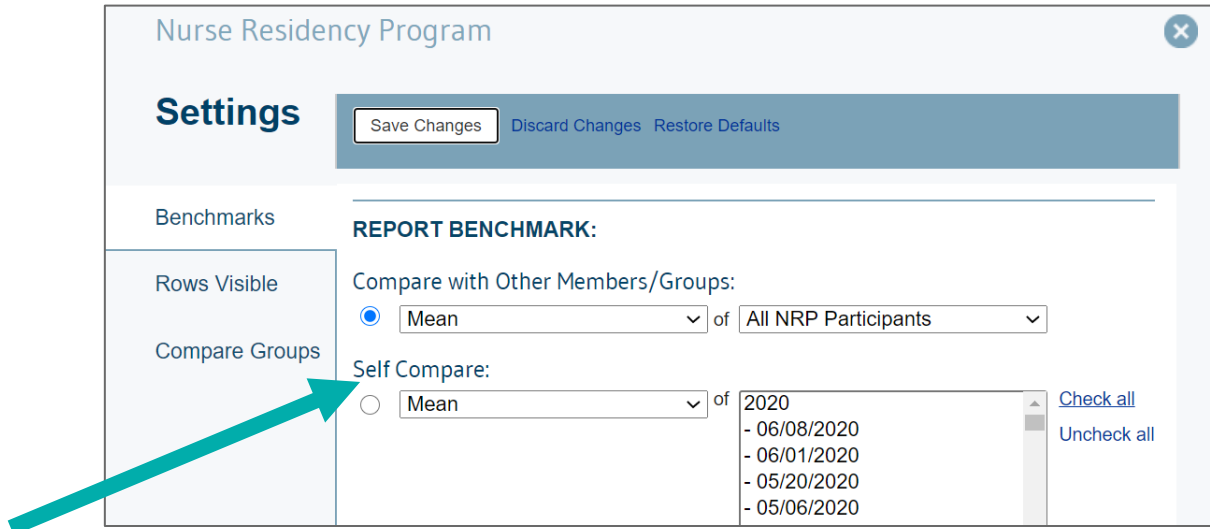


Selecting benchmarking groups

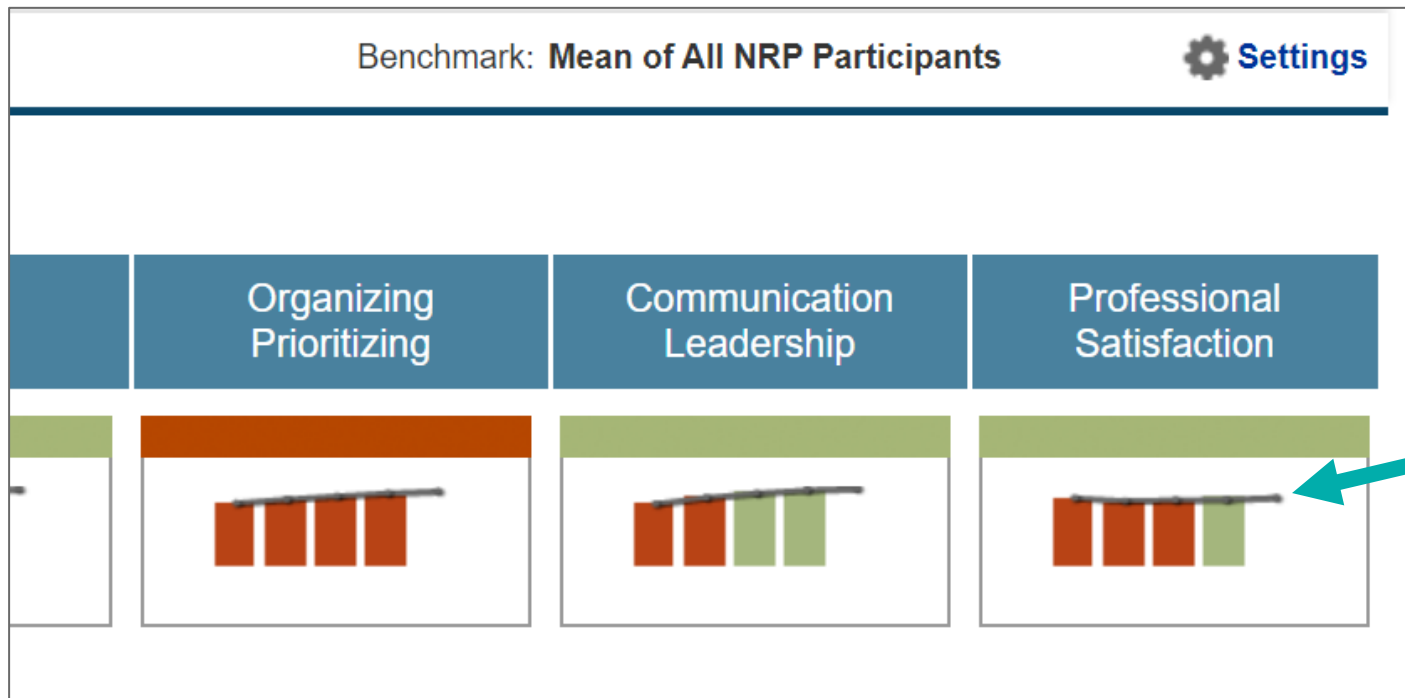
1.



2.



NRP Dashboard Reminder



Additional data considerations

What are your top 5 topics in your residency program?

What are your bottom 5 topics in your residency program?

What do the residents say about the facilitators?

How satisfied are your nurse residents?

What is the impact of COVID-19 on the new-to-practice nurses?



Poll: How will you look at COVID-19 data?

If you want to understand the impact of COVID-19 on your nurse residents, which benchmarking group would you use?

A. Self compare data to a previous cohort

B. Compare data to a national or state benchmark

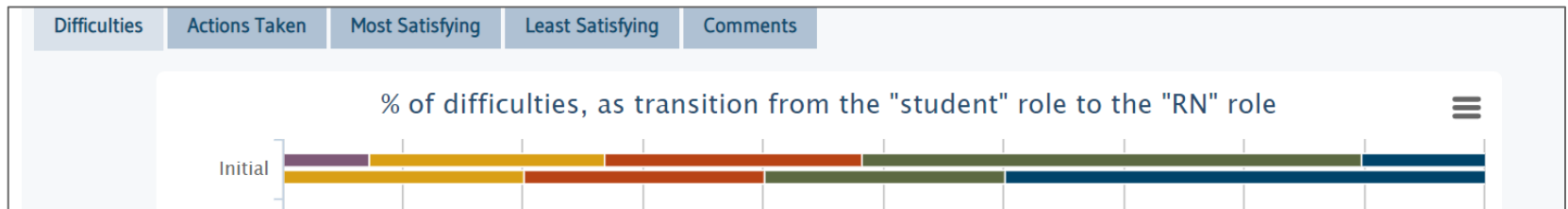


Transition questions

As a reminder:

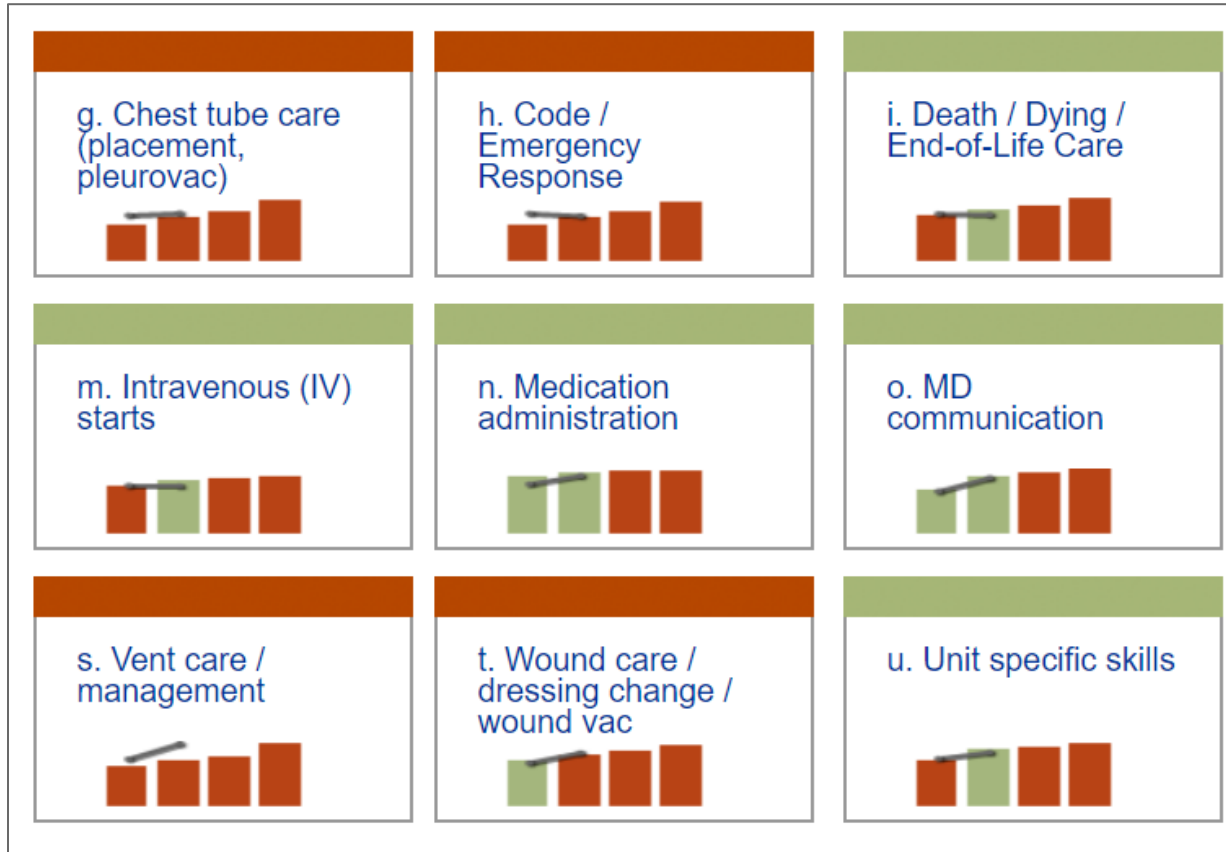
- Bottom bar is the benchmark, top bar is the time period you have selected
- Residents must select one answer

Notice the difference in the blue bars and green bars?



- Role expectations (e.g. autonomy, clinical performance, integrating into team)
- Lack of confidence (e.g. MD communication, delegation, knowledge deficits)
- Workload (e.g. organizing, prioritizing, feeling overwhelmed, ratios, acuity)
- Fear of doing harm (e.g. medication error, inadequate intervention)
- Orientation (e.g. technology, preceptor relationships, information overload, support)

Examining nurse residents' skills



Collaboration

Breakdown					
		INITIAL	6 MONTH	12 MONTH	24 MONTH
— collaboration					
II.1 Feel comfortable asking nurses on my unit for assistance		3.5 3.09	3.48 3.14	3.51	3.67
II.2 Can openly discuss my opinions about patient care problems with peers on my unit		3.28 3.09	3.31 3.43	3.42	3.62
II.4 Work collaboratively with interdisciplinary health care team members		3.2 2.87	3.19 3	3.28	3.52
II.5 Actively engage with patients to help them achieve their goals		3.27 2.87	3.28 2.86	3.36	3.48

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