

# When All Else Fails Grow Your Own: Nurse Apprentice Program

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## Objectives:

- Outline a workforce plan to reduce unit vacancies using an apprentice program.
- Describe strategies to increase professional growth opportunities for staff nurses.

## Background:

- Lack of experienced labor nurse candidates
- Increased delivery volume
- Increased vacancy rate
- New graduate interest in Labor and Delivery
- Nurses requesting to transfer from other nursing areas to Labor and Delivery

## Project Overview:

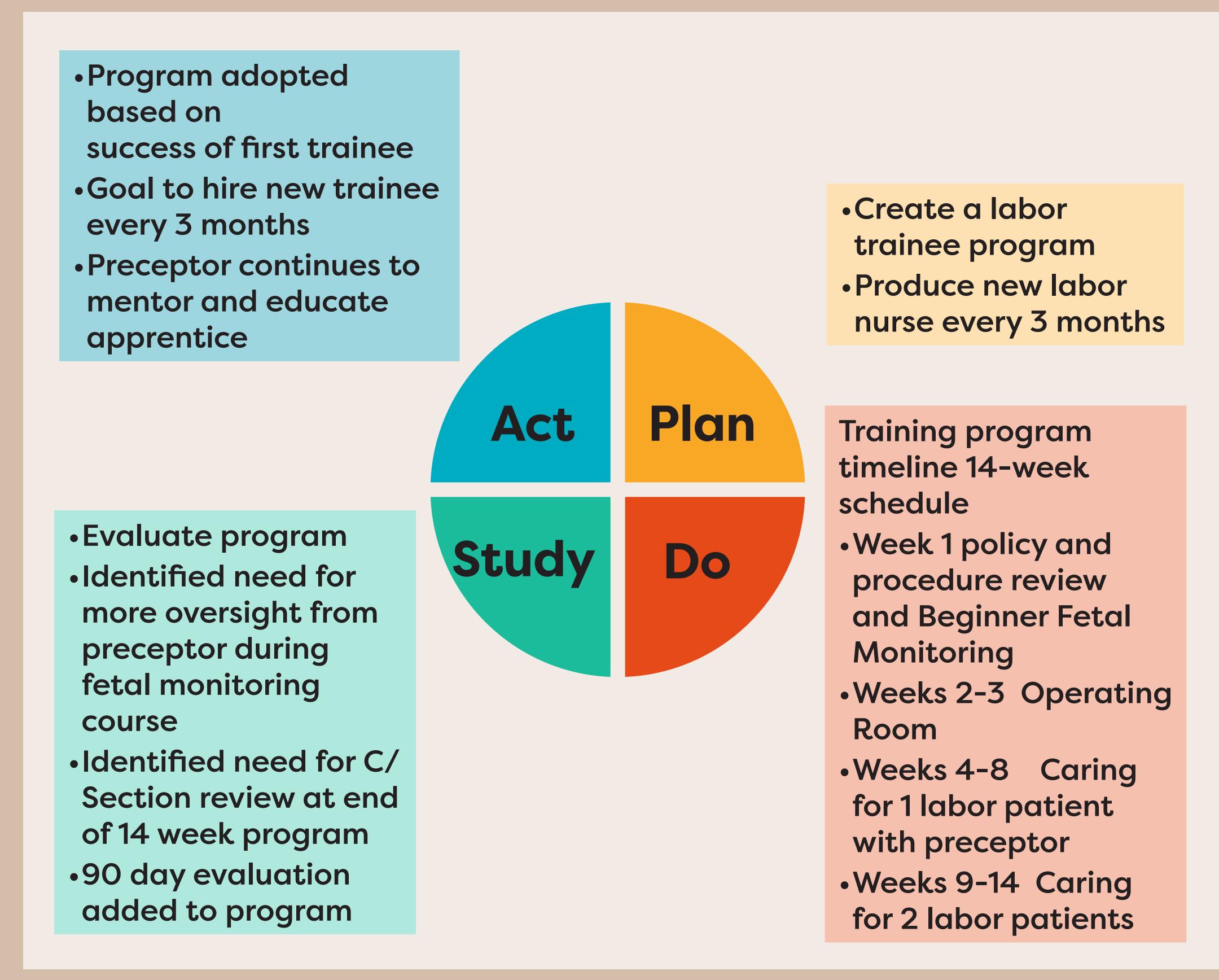
The Labor Nurse Apprentice program was developed to reduce vacancies on the Labor and Delivery Unit. The program will improve nurse retention in the facility by giving nurses outside the Labor and Delivery Unit an opportunity for growth within the facility. This project will improve nurse engagement and build a strong team environment.

#### Disclosure:

The authors have no relevant financial relationships to disclose.

#### Outcomes:

- Apprentice program has successfully produced
  8 newly trained labor nurses
- The program allowed for professional growth of these nurses
- Allowing nurses to train to a position they are interested in results in retention and nurse satisfaction
- The apprentices feel the director is invested in them and their training
- The most successful recruitment strategy for the Labor and Delivery Unit



#### Interventions:

- Team to develop workforce strategy
- Labor Nurse Trainer position developed
- The Association of Women's Health, Obstetrical and Neonatal Nurses (AWHONN) Perinatal Orientation and Education Program (POEP) education platform was chosen for training
- 14 week program developed to include Neonatal Resuscitation Program Certification, Advanced Cardiac Life Support and Basic Fetal Monitoring Certifications
- The nurse trainer and director meet every two weeks during the 14 weeks to discuss opportunities and progress of the apprentice
- On completion of first apprentice an evaluation of the program was completed with adjustments to improve the program

