

ABOUT THE PA ACTION

COALITION 2023

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PA Action Coalition

WHAT IS THE PA ACTION COALITION?

2011 IOM Report *The Future of Nursing: Leading Change, Advancing Health*

Future of Nursing: Campaign for Action

- Partnership of the RWJF, AARP, AARP Foundation to implement recommendations
- State-wide Action Coalitions formed in all 51 states and D.C.

PA Action Coalition

- Established in 2011 to guide the implementation of the IOM report recommendations in PA
- Housed as a program within the National Nurse-Led Care Consortium (NNCC)

FUTURE OF NURSING™
Campaign for Action
AT THE CENTER TO CHAMPION NURSING IN AMERICA



FUTURE OF NURSING INITIATIVES

- I. Diversity**
- II. Leadership**
- III. Practice**
- IV. Education**
- V. Residency**



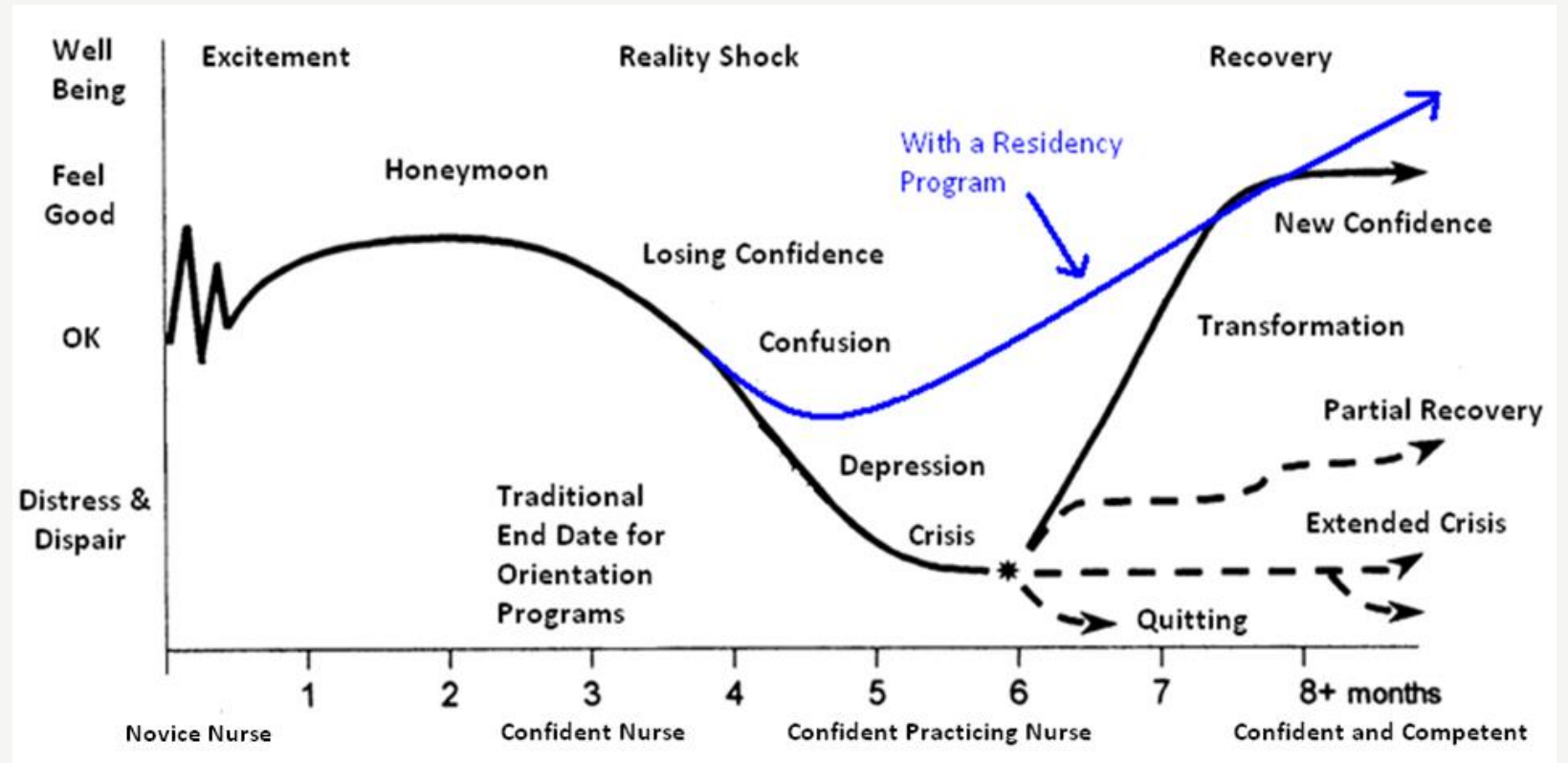
NURSE RESIDENCY PROGRAMS IN THE IOM REPORT (2011)

Recommendation #3: Implement Nurse Residency Programs

“Residency provides a continuing opportunity to apply important knowledge for the purpose of remaining a safe and competent provider in a continuous learning environment.”



WHY WE DO WHAT WE DO



Source: Williams, D. (1999, Jan). Life events and career change: transition psychology in practice. Paper presented to the British Psychological Society's Occupational Psychology Conference. Retrieved on November 22, 2010, from <http://www.eoslifework.co.uk/transprac.htm>

RETENTION- 1ST YEAR

Without Vizient
Residency

82.5%

With Vizient
Residency

91.5%

NURSE RESIDENCY COUNCIL AND RESEARCH (2014)

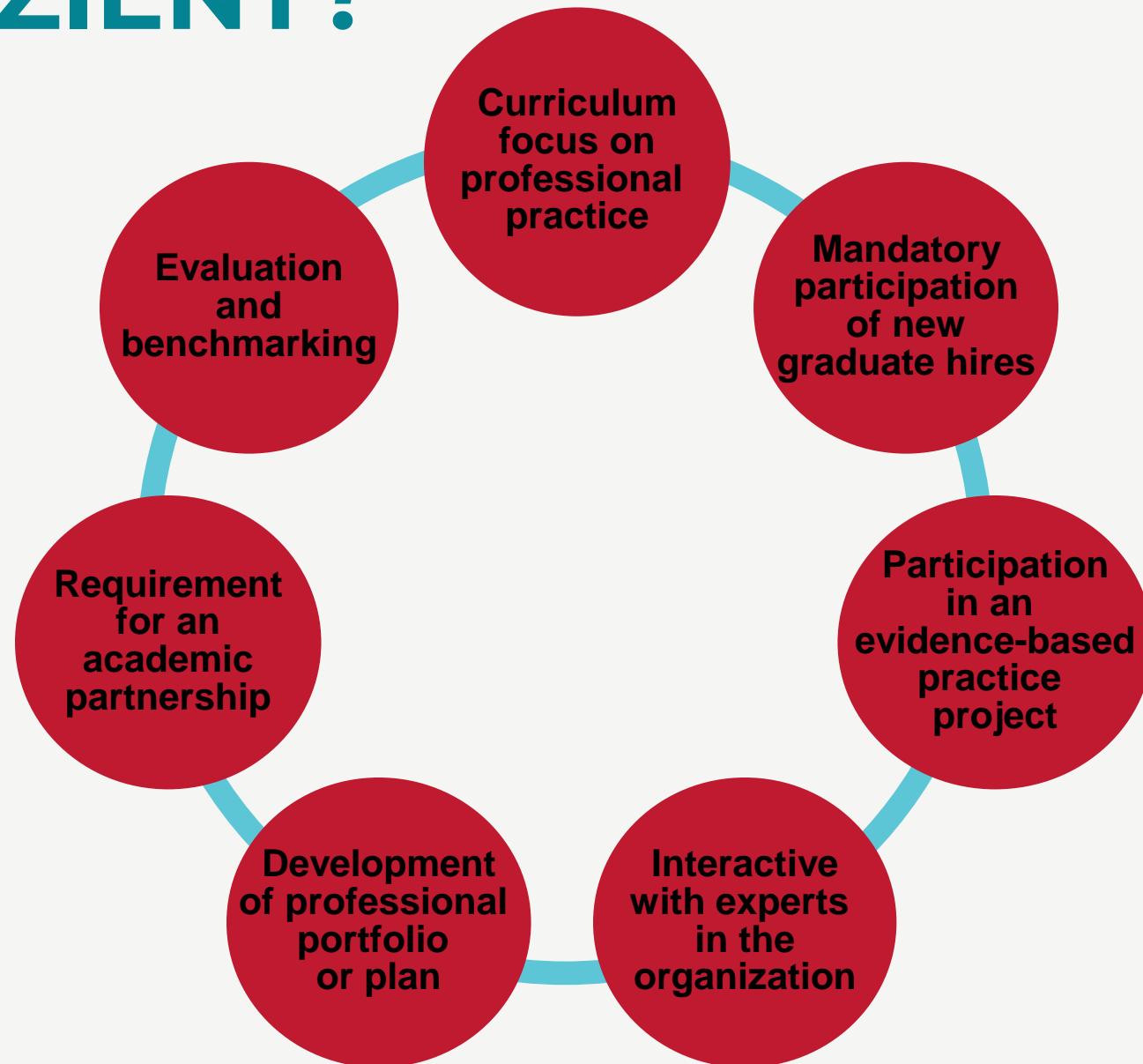
What is the current state of nurse residency programs in PA?

Have any other states made headway in advancing programs?

What are our options for a statewide nurse residency program?

What would be the best approach for PA?

WHY VIZIENT?



PA-NRC ESTABLISHED IN 2016

BENEFITS INCLUDING:

1. **Discount on the purchase of Vizient curriculum and implementation**
2. **State-layer support for:**
 - Training and program coordination
 - Communications and resource sharing
 - Networking
 - Quarterly in-person meetings
 - Vizient Conference
 - Annual Summit open to all (CE credit offered)
3. **Create a healthier PA**

CREATED PA-NRC STEERING COUNCIL

Committee Role	2022-2023 Term
Chair	Tiffany Conlin (UPMC Magee)
Co-Chair	Elizabeth Holbert (Penn State Hershey Medical)
Past Chair	Jeanette Palermo (Thomas Jefferson)
Director Member	Lindsey Ford (Geisinger Medical)
System Coordinator Member	Teddi Porter (Excela)
Coordinator Member	OPEN
New to Vizient Member	Cindy Liberi/Lisa Sheehan (UPMC)
Networking Lead	Janice Gibson (Jefferson Health, Northeast)
Academic Partner	Brianna Blackburn (Penn State College of Nursing)
Nurse Resident Lead	Lydia Kim (Penn Presbyterian Medical Center)
PA-AC Director	Jenny Horn Gimbel
PA- AC Manager	Zaharaa Davood
PA-AC Director of Nursing Professional Advancement	Amy Ricords
PA-AC Nursing Workforce Development Manager	Saumya Ayyagari
NNCC Events and Membership Coordinator	Andrew Riblet

HOW DO WE MEASURE OUR SUCCESS?

Number of institutions signed

73 acute care

NRP Coordinator “feeling supported”

83%=strongly agree

16%= agree

1%= neutral

	Hospitals in 2023	%
PA NRP Collaborative	73 member sites signed (156 acute care institutions in PA)	~ 47%
Vizient NRP National	~ 687 member sites signed (of 5,346)	~ 13%

	2020	2021
RNs hired	3686 (~54% of the state)	4694 (~68% of state)
Termed	579	394
Turnover rate	16%	8%

THE IMPACT: RETENTION

2019

92% 1st year retention for those hospitals participating in the collaborative

Compare this 92% 1st year retention rate to the national average of 86% (\$88,000/nurse cost avoidance in turnover costs)=

Cost avoidance for 520 retained nurses =
~45 million dollars

THE IMPACT: RETENTION

2020

84% 1st year retention for those hospitals participating in the collaborative

Compare this 84% 1st year retention rate to the national average of 76% (\$88,000/nurse cost avoidance in turnover costs)=

Cost avoidance for 295 retained nurses =
~26 million dollars

PA-NRC 2023 WINTER MEETING

- Tips from NRP coordinators on how to make EBP project successful
- Presentations on EBP Projects:
 - Multimodal Pain Management Education and its Effects on Spinal Patient's Pain Severity
 - O'Shell Higgins, BSN, RN, & Timothy O'Hara, BSN, RN, Bryn Mawr Hospital
 - Thermoregulation in the Care of Infants
 - Jacqueline Laurenzano & Amber Perelman, Main Line Health
 - Safety Naps
 - Baylee Whitebread, RN, WS5M & Abby Hackenberry, BSN, RN, WS5M, UMPC West Shore Hospital
 - Knowledge Assessment of Pulse Oximetry Probe Technology, Placement and Skin Pigmentation and the Impact on Results
 - Sarah Esposito BSN, RN, PCCN; Rashee Hall BSN, RN; Samantha Henderson BSN, RN & Madalyn Stiebritz BSN, RN, Main Line Health
- Presentation on moral injury from Joy Gero, PsyD, is Director of Population Health and Improvement and Program manager of LGBTQIA+ Health at UPMC.
- 56 attendees

PA-NRC NETWORKING

- Vizient Conference in New Orleans, LA March 6-9
 - Hosted a lunch with residents and coordinators
- Shared best practices on these topics!



PA-NRC NEXT MEETING

April 28th Supporting the GN Through NCLEX

Keynote- Bridging the Gap- Janet Nash

- Resources:
 - Academia- What is done to prepare the graduate- Brianna Blackburn, Penn State
 - Corporate- Creative strategies to support this milestone- Lindsey Ford, Geisinger
- Next Gen and Its Impact- Speaker- Jason Schwartz (NCSBN)
- Using Your Vizient Annual Report/Data to Communicate to Schools- Meg Ingram, Vizient

PA-NRC YEAR AHEAD

- June 23rd Meeting
 - PA Presentations from Vizient Conference
 - Opportunity for Resident and Coordinator abstracts to be presented
- Fall Summit- Date to be announced SOON!
 - ROI and the business case
 - Resident presentations
- January 2024 Meeting
 - How to build and strengthen academic and clinical partnerships

WHAT ABOUT THE FUTURE OF NURSING 2020-2030 REPORT?

Recommendation: By 2021, nursing education programs, employers, nursing leaders, licensing boards, and nursing organizations should initiate the implementation of structures, systems and evidence-based interventions to promote nurses' health and well-being.

PA ACTION COALITION STAFF CONTACTS

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GET CONNECTED!

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Stay in the loop

- Sign up for PA-AC Newsletter
- Check out our website PaActionCoalition.org
- Follow PA-AC on **Facebook (PaActionCoalition)** and **Twitter (PaAction)**