

# COFFEE CHAT UNTIL 8:15AM

Janice Gibson MSN, RN, NPD-BC, CCRN-K, PCCN-K

# **WELCOME TO THE WINTER 2024 PA-AC NRP COLLABORATIVE MEETING**

Changes and Challenges:  
GN Academic Preparation  
and Residency

# WELCOME FROM YOUR CO-CHAIR

Deborah A. Gardiner MSN, RN, CCCTM

# AGENDA

Time	Topic
0815 - 0830	Coffee Chat
0830 - 0840	Welcome
0840 - 0910	Historical Look At How The New Graduate Nurse Has Changed
0910 - 0940	Academic Accommodations: A Decade of Changes
0940 - 0955	Stretch Break
0955 - 1015	Break Out Session: Today's New Graduate Challenges
1015 - 1025	Report Out
1025 - 1040	Break Out Session: Best Practices to Deal with Those Challenges
1040 - 1050	Report Out
1050 - 1120	Activity: Pick three organizations to walk through the recruitment and application process for a GN
1120 - 1130	Report Out
1130 - 1140	Closing

# Historical Look at How the New Graduate Nurse has Changed

**Geisinger**

Andrew Capalong MSN, RN  
System Director of Workforce Development  
Geisinger

# RN Market:

## RN Turnover Reaches Historic Heights:

- *18% increase in turnover of bedside RN since 2020*
- *5.6% payroll expense increase on travelers since 2020*
- *11.7% increase RN vacancy rate since 2020*
- *6 day increase to recruit experienced RN since 2020*

# Factors Influencing Decision To Leave

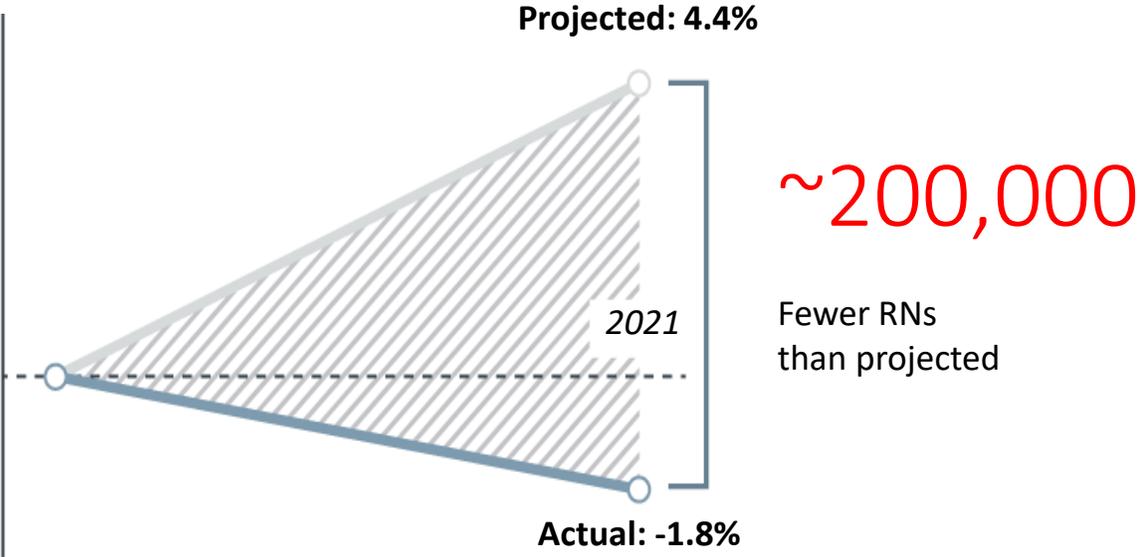
- **Details:**
  - Insufficient staffing levels
  - Seeking high-paid position
  - Not listened to or supported at work

***32% of surveyed nurses likely to leave direct care roles in the next year***

# RN Workforce Growth Rate

## RN workforce growth rate, projected vs. actual

2019-2021



80,000

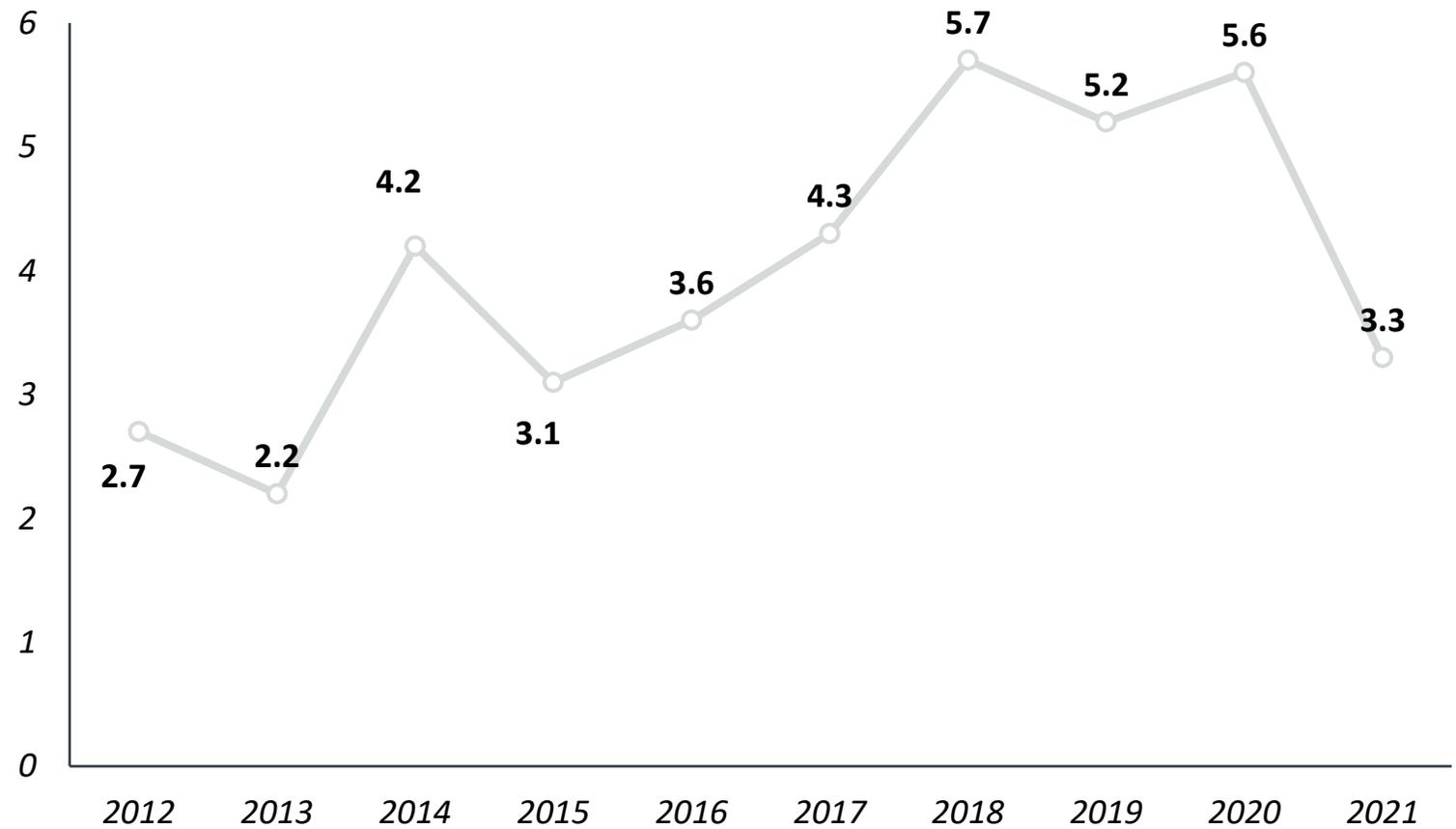
Fewer RNs than projected **under the age of 35**

# Nursing School Enrollment

## Percent change in entry-level baccalaureate nursing program enrollment

2012-2021

n=964 schools of nursing



# Nursing School Enrollment



91,938

2021 qualified applications not accepted at nursing schools nationwide

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## Constraints on nursing enrollment growth

- Insufficient clinical placement sites
- Inadequate compensation for faculty
- Nursing school budget constraints

# LPN Market:

## LPN Turnover:

- *77% pay*
- 34% burned out
- 20% physical abuse
- 32% pandemic decreased their satisfaction



DATA SPOTLIGHT



**35%**

of nursing leaders predict an LPN shortage by spring 2023

# LPN Workforce Growth Rate

9%

- Projected growth in demand for LPNs, **2020 to 2030**

**Anticipated increase in demand for LPNs due to:**

- Growth in demand for chronic disease management
- Growth in demand for elder care as greater proportion of the population ages
- Exodus of LPNs due to retirements and burnout

**Where are we?**

here &  
**NOW**

A large blue arrow pointing to the right, with the word "Insights:" written in white inside it. The arrow is a solid blue shape with a white outline, and the text is centered within the arrow's body.

Insights:

preceptor

nursing  
mentor

peer  
student

intern

support

friend

clinical

pathway

residency  
career

extern

instructor

nurse

co-op

# Temporary Practice Permit (TPP):

# Temporary Practice Permit

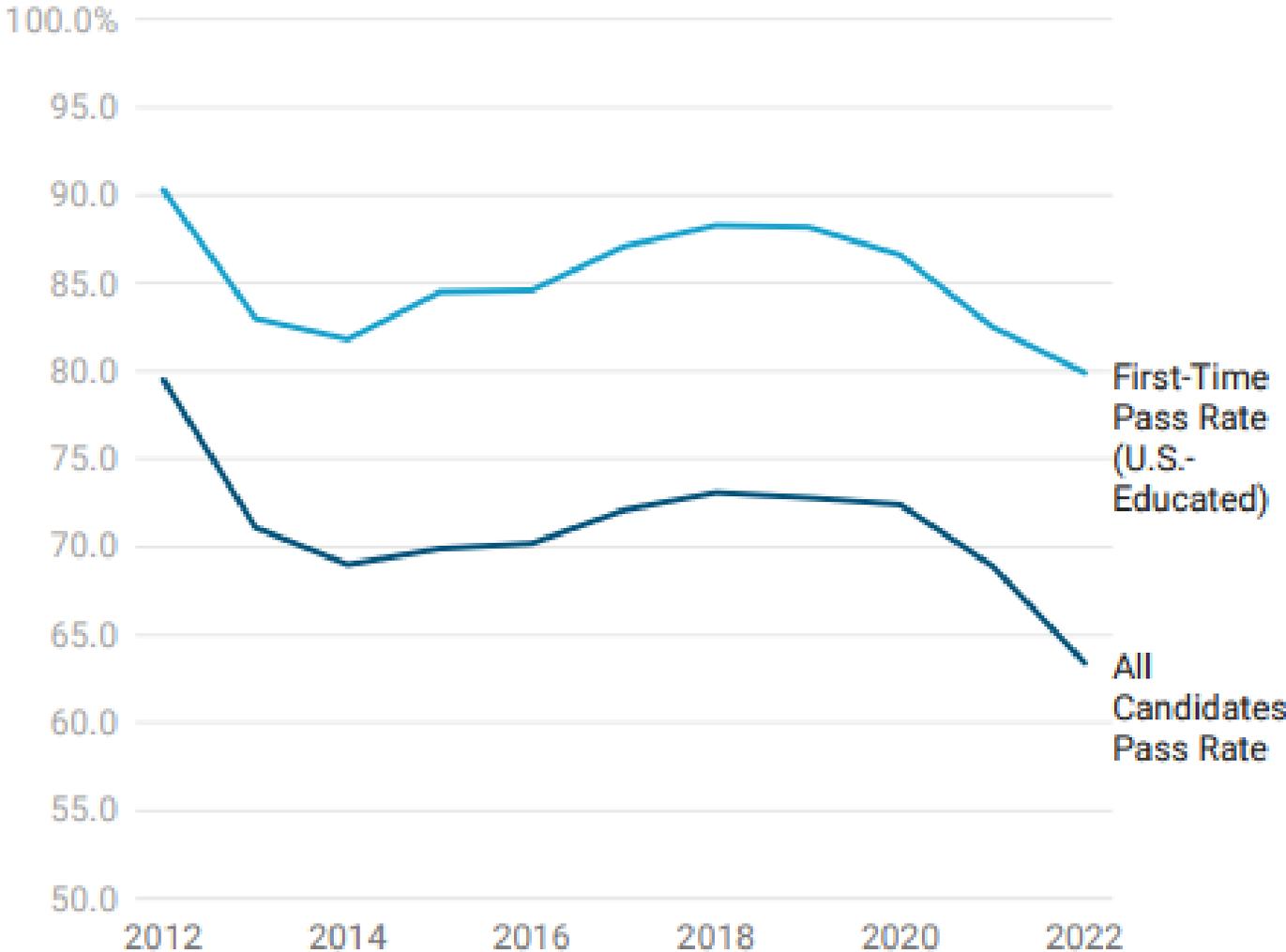
- Average new grad typically takes eight to 10 weeks to take NCLEX exam
- New grads can obtain TPP more quickly due to policy changes
- TPP no longer requires criminal history check
- Criminal history checks will be reviewed before full license is issued.

***Officials hope this policy change will improve nursing resources across the commonwealth.***

# NCLEX Review

lowest point in the last decade.

## NCLEX-RN Pass Rates 2012-2022



Source: National Council of State Boards of Nursing • Get the data • Created with Datawrapper

# NCLEX Review

- In the first two years of the pandemic pass rates fell
- Rates continued to drop averaging 79.9% (8 percentage points lower than in 2019)
- NCSBN launched the Next Generation NCLEX (NGN) April 1, 2023
- Pass rates showed a jump from **79.9%** in 2022 to **88.6%** in 2023
- Theories as to improved test results:
  1. Transparency
  2. Massive outreach to stakeholders (**Educators, Regulators, Preparatory groups**)
  3. Increased resources to help prepare for exam

# Geisinger's Nursing NCLEX Review Program

## Overview:

Partnership between Geisinger and Princeton Review

## Program Details:

- 3,500+ practice questions
- Product includes 1,900+ questions purchased from NCSBN
- 50+ Next Generation NCLEX Questions NEW
- Full answer explanations provided
- 2 Directive Self-Assessments
- 90-day access
- 24/7 Technical support
- Available to all GN's



# Geisinger's Nursing NCLEX Review Program Feedback

"It's going good. I like the program so far and the questions they have. It seems like a really good resource."

"I am enjoying the program and appreciate the opportunity to use it to prepare for my NCLEX. I specifically like how the categories align with expectations on the exam. This allowed me to look at my exam assessment (from the State) and focus my efforts on the same sections."

"Thank you so much. I really liked the review course it was a lot like the NCLEX as far as questions go. It was really easy to navigate as well. I would definitely rate it a 10 for sure."

**Licensure:**

# Licensure

- 2022 major delays with licensure for nurses
- Delays contributed to IT and staffing issues
- IT delays have been noted since launch of program in 2016
- Process which normally took 12-15 weeks delayed for up to 4-6 months
- Renewals normally took 3 days were delayed for up to 3 months
- Fall of 2023 PA takes first step to Nursing Licensure Compact with 40 other states and territories



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# Institution Hiring Strategies:

# 6 Proven Strategies to Combat the Nursing Shortage



# Recognition

- Showing thanks and appreciation for those who go the extra mile.
- Exemplifying Geisinger's values in a meaningful and in-the-moment way.
- Acknowledgment of a job well done and achieving accomplishments.

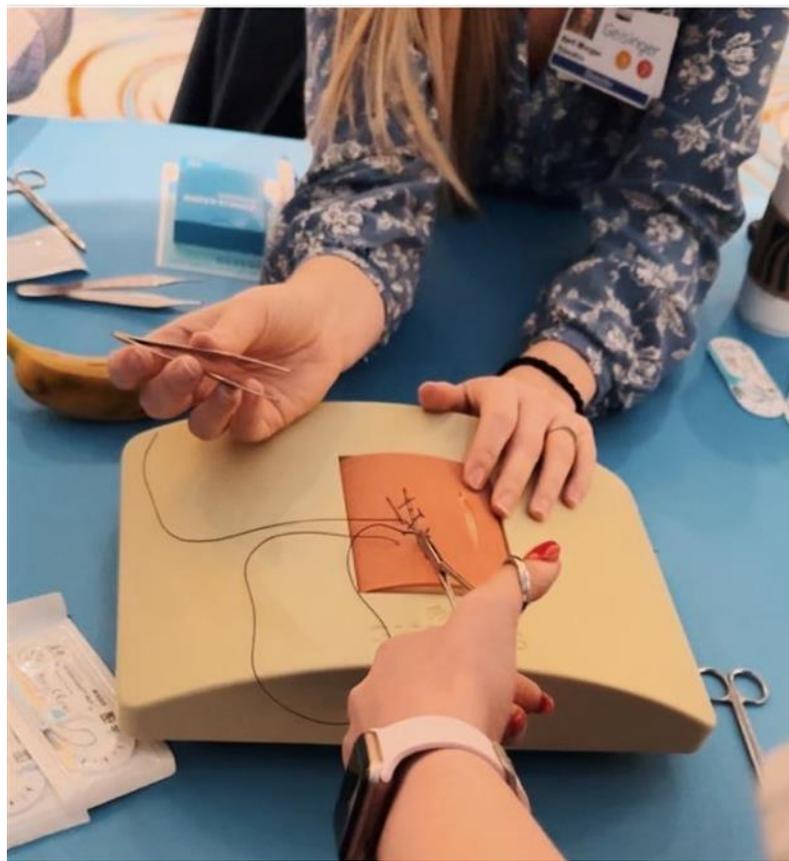


## Importance of These Programs:

- 49% of nurses had an experience on the unit they are employed in.
- 58% of nurses reported that their experience affected their decision to apply and work on a particular unit.
- 45% of nurses were employed before becoming a nurse.

# Lessons Learned

1. A positive experience during Clinical/Co-Op/Intern-Extern as a student
2. Competitive wage and benefits package
3. Sign on bonuses
4. Shift differential and bonuses
5. Loan repayment programs
6. Scholarships
7. Orientation programs
8. Access to long-term mentorship
9. Access to professional development and certificate programs

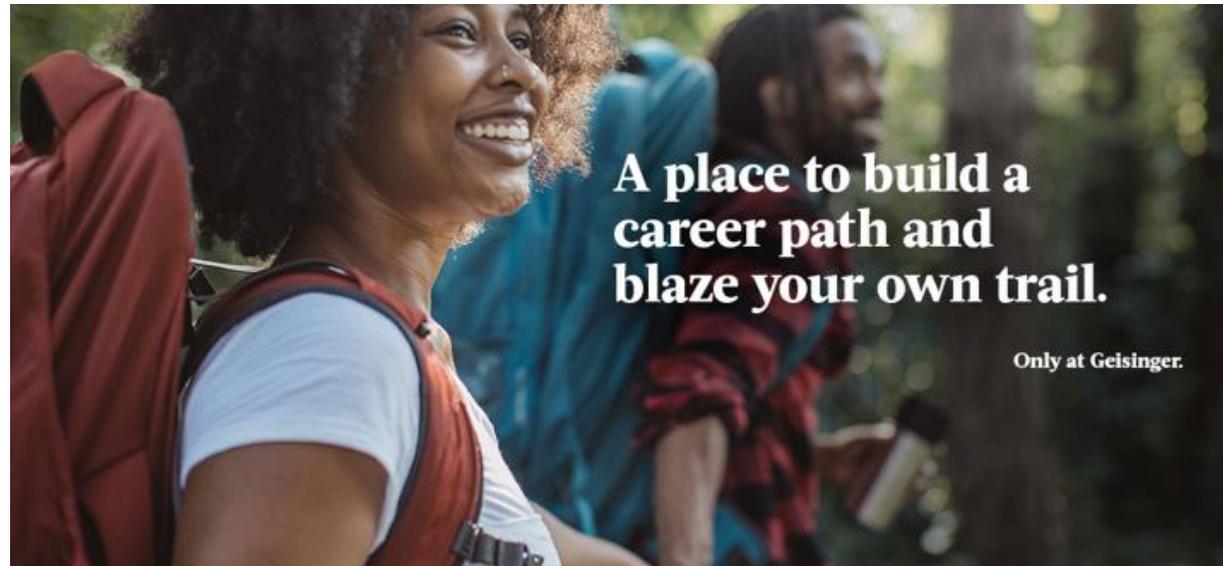


# Other Geisinger Initiatives

# Co-Op Program

# Geisinger's Nursing Co-Op

The Co-Op student will perform basic PCT functions under the supervision of a PCT or other nursing professional. These Co-Op students are Senior High School students interested in a future career in the medical profession. They typically will work 2-3 hours per day, Monday through Friday or based on the school's schedule.



# Student Benefits

Gain invaluable experience

Help define direction you'd like to pursue

Begin accruing seniority

Build relationships with colleagues and leaders

Easy transition to other roles after graduation

Resume Builder – Professional On-the-Job Work Experience

Tuition Assistance Program

Geisinger Employee Benefits Eligible (Insurance, Retirement, etc.)

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# Intern/Extern Program

# Geisinger's Nursing Intern-Extern

These programs provide opportunities for the extern or intern to **assist** in patient care under direct supervision. The extern or intern may not function independently beyond the scope of the nursing assistant; therefore, the extern or intern will not perform any procedure that requires a state license.

**Nurse Extern**—up and coming senior of a nursing program who will be paired with a licensed staff member. Will wear turquoise and black.

**Nurse Intern**—nursing student who has participated in clinicals with a nursing program. Will be paired with an unlicensed staff member. Will wear turquoise and black.



The image features a quote by Shep Hyken centered on a background of a blue, textured surface, possibly water or a sky with clouds. The text is white and arranged in five lines. The quote is: "Recognize that every interaction you have is an opportunity to make positive impact on others." Below the quote, the author's name is listed as "- Shep Hyken".

Recognize that every  
interaction you have is an  
opportunity to make positive  
impact on others.

- Shep Hyken

**Thank you**

**Geisinger**



# ACADEMIC ACCOMMODATIONS: A DECADE OF CHANGES

# PANELISTS

Name	School of Nursing	Type of Program
Rebecca Stoudt DNP, PhD, CRNA	Associate Dean, Nursing Student Education Geisinger College of Health Sciences	AD
Dr. Mary Jean Osborne, RN	Nursing Program Director, Northampton Community College	AD
Brianna N. Blackburn, MSN, RN, CMSRN, CNE	Instructor of Nursing/PhD Candidate The Pennsylvania State University Ross and Carol Nese College of Nursing	BSN
Cynthia L. Donell MSN, RN	Department Chair, Nursing Professor, Nursing HACC, Central Pennsylvania's Community College	AD
Sandy Lakesa, EdD, RN, CNE	Director, UPMC St. Margaret School of Nursing	Diploma
Mary Hanson-Zalot, EdD, MSN, RN, CNE	Associate Dean for Academic Affairs Jefferson College of Nursing	2 <sup>nd</sup> degree BSN

# STRETCH BREAK

## Take 15!

# BREAK OUT SESSION QUESTIONS

## Today's New Graduate Challenges

1. What are the common challenges that a new graduate faces?
2. How are these challenges different today, than they were 5 years ago?
3. Are there “new” challenges that did not exist even 5 years ago?

# BREAK OUT SESSION QUESTIONS

## Best Practices to Deal with Those Challenges

1. Are you aware of any best practices to deal with the current GN challenges?
2. What has your facility done to address these challenges?
3. What would you like to see implemented to address the challenges?

# THE GN EXPERIENCE WHEN APPLYING FOR POSITIONS

Activity

# THE ACTIVITY - 20 MINUTES

1. Select 2-3 organizations from the provided list to investigate the “GN Experience” when applying for a position.
  - Allegheny General Hospital <https://www.ahn.org/locations/hospitals/allegheny-general>
  - Mercy Fitzgerald Hospital <https://www.trinityhealthma.org>
  - Mount Nittany Medical Center <https://www.mountnittany.org>
  - Delaware County Memorial Hospital <https://www.crozerhealth.org>
  - Heritage Valley Beaver <https://www.heritagevalley.org>
  - Meadville Medical Center <https://www.mmchs.org>
2. Think about the following questions while you investigate. Be prepared to share your experience in the Report Out.

# CONSIDER:

1. Is it easy to navigate to “Find Jobs?”
2. What word (s) did you use to search (i.e. GN, graduate nurse, resident, etc.)? Was the search engine nibble enough to get you what you wanted?
3. Is residency mentioned in this process?
4. Is there an opportunity to connect with a recruiter?
5. What else did you notice?

# CLOSING

**Amy H. Ricords, MEd, BSN, RN, NPD-BC**

PA-AC Director of Nursing Professional  
Advancement

# EVALUATIONS

1

Complete your evaluation before Friday February 9<sup>th</sup>, 2024.

2

Please provide any comments/quarterly content topic ideas!

3

Evaluation link will be emailed this afternoon.



# MARK YOUR CALENDARS!

- Vizient National Conference in San Diego March 4-8<sup>th</sup>. We will gather as a collaborative! Details to come!
- Friday April 19<sup>th</sup> 8:30-12 VIRTUAL
- Friday June 14<sup>th</sup> 8:30-12 VIRTUAL



# CONSIDERING HOSTING A RESIDENCY REBOOT



**Live, day long education**



**Spring 2024**



**Locations in Eastern, Central, and Western part of the state**

Interested in being the facilitate we come to?

**Contact Amy Ricords.**



# THANK YOU!

<b>Committee Role</b>	<b>2023-2024 Term</b>
Chair	Elizabeth Holbert (Penn State Hershey Medical Center)
Co-Chair	Deborah Gardiner (Thomas Jefferson)
Past Chair	Vacant
Director Member	Lindsey Ford (Geisinger Medical)
Coordinator Member- West Region	Amy Popp/Delancy Zeller (UPMC of Central PA)
Coordinator Member- East Region	Christina Piroso (CHOP)
Coordinator Member- Central Region	Katy Armas (Tower Health)
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)

# CONNECT WITH THE PA-AC!



**Jennifer Gimbel, MBA**  
Executive Director, PA Action Coalition  
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# HOW CAN WE SUPPORT YOU?

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