How Youth Education Programs Can Impact the Nursing Shortage

Kerri Green MS, MEd.
Lehigh Valley Health Network, kerri.green@lvhn.org

Emilie Carlino
Lehigh Valley Health Network, Emilie_B.Carlino@lvhn.org

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How Youth Education Programs Can Impact the Nursing Shortage

Kerri J. Green, MS, MEd and Emilie Bree Croft, BHS
Lehigh Valley Health Network, Allentown, Pennsylvania

BACKGROUND/INTRODUCTION

According to the Bureau of Labor Statistics’ Employment Projections, registered nursing is one of the occupations with the highest projected growth rate over the next decade.

- 55% of the current RN workforce is age 55+ reaching the retirement age.
- The United States is currently facing a shortage in the number of qualified nurses.

OUTCOMES

Historical programming demographic data stored digitally and in paper-based records were mined, filing in data gaps dating back to 2006.

A standard process was created for data collection and import for utilization across multiple teams within LVHN’s Department of Education (DoE).

The Student Affairs database, created in Microsoft Access, now includes thousands of students representing youth programming, nursing, physician assistant, undergraduate medical, graduate medical, physical therapists, occupational therapists, as well as a variety of other health careers represented in the chart below.

Department of Education Medical Education and Student Affairs

- Number of Students/Trainees Connected with LVHN After Attending Programs by Fiscal Year
  - Full Year 2016-2018
  - Final Year 2020

OUTCOMES

Recommends:

- Expand youth programming to newly merged LVHN hospital sites to increase number of students into the pipeline and encourage retention in the rural areas.
- Increase the number of trained preceptors for nurse residency programming as well as student programming as mentorship has been equated to retention.
- Collaborate with Nursing Professional Excellence Councils to create engaging and effective educational opportunities for youth.

CONCLUSIONS

- The Student Affairs database allows LVHN to longitudinally track student participation and has produced valuable metrics to show correlation between participation and retention within the network.
- The database reporting created a more visual pipeline of youth programming participation across multiple LVHN locations and has allowed the DoE to make decisions regarding most effective youth programming in terms of trending employment needs.

In 2016, LVHN’s DoE provided educational and clinical experiences for 2215 students with 50% representing the nursing profession.

LVHN continues to build strategic partnerships with high schools, career and vocational schools, colleges, and universities to identify students potentially interested in nursing and create specific programming opportunities to address the potential nursing shortage.

RECOMMENDATIONS

- Youth Programming to LVHN Employment- Future of Nursing 2020 Pipeline
  - 2020 to 2050 US Projected Job Growth by Industry

- Projected Job Growth by Industry
  - 55% of the current RN workforce is age 55+ reaching the retirement age.
  - By 2020, the US will face a shortage of 800,000 nurses.

- Historical demographic data stored digitally and in paper-based records were mined, filing in data gaps dating back to 2006.

- A standard process was created for data collection and import for utilization across multiple teams within LVHN’s Department of Education (DoE).

- The Student Affairs database, created in Microsoft Access, now includes thousands of students representing youth programming, nursing, physician assistant, undergraduate medical, graduate medical, physical therapists, occupational therapists, as well as a variety of other health careers represented in the chart below.

- The Department of Education reporting created a more visual pipeline of youth programming participation across multiple LVHN locations and has allowed the DoE to make decisions regarding most effective youth programming in terms of trending employment needs.

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- LVHN continues to build strategic partnerships with high schools, career and vocational schools, colleges, and universities to identify students potentially interested in nursing and create specific programming opportunities to address the potential nursing shortage.

- Human Resource data (termed Connections) can be cross-referenced with the Student Affairs database, and reports can be run to determine type and number of student connections prior to employment at LVHN as depicted in the chart below.

- Nursing students represent the highest retention of student programming to employment.

- The Student Affairs database allows LVHN to longitudinally track student participation and has produced valuable metrics to show correlation between participation and retention within the network.

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- References:


- METHODS

  - VISION: To create an educational continuum which students can access at any point during their educational career and one in which students are encouraged to remain engaged throughout.
  - Youths Programming to LVHN Employment- Future of Nursing 2020 Pipeline

  - Goal: Create a pipeline of talented healthcare professionals into employment at LVHN.

  - METRICS: Database created to longitudinally track students to employment at LVHN. Reports can determine ROI for recruitment and retention.

  - Retrospective review of LVHN students completed to determine the correlation between participation and retention.

  - Number of Students/Tainees Connected with LVHN After Attending Programs by Fiscal Year

  - Full Year 2016-2018
  - Final Year 2020

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- References:


- Department of Education Student Affairs

  - Participation vs. Connections when Student Programs Categorized into Three Groups

  - Note 1: Fellow/Resident/Staff/Intern/PA includes students/trainees from programs: Fellow, Resident, Visiting Medical Students, SELECT Medical Students, PA Students, and Nurse Students.

  - Note 2: Nursing includes students/trainees from programs: CRNA, CRNP, NUR, MSA, BSN

  - Note 3: Other includes students/trainees from programs: CRNP, NUR, MSA, BSN, Cardiac Rehab, Behavioral Health, LVHN, LPN, MA, Nuclear Medicine, Pharmacy, PT, OT, Radiology, RT, Social Work, Surgical Tech, Ultra, and Others.