

Synergy in Academic-Practice Partnerships

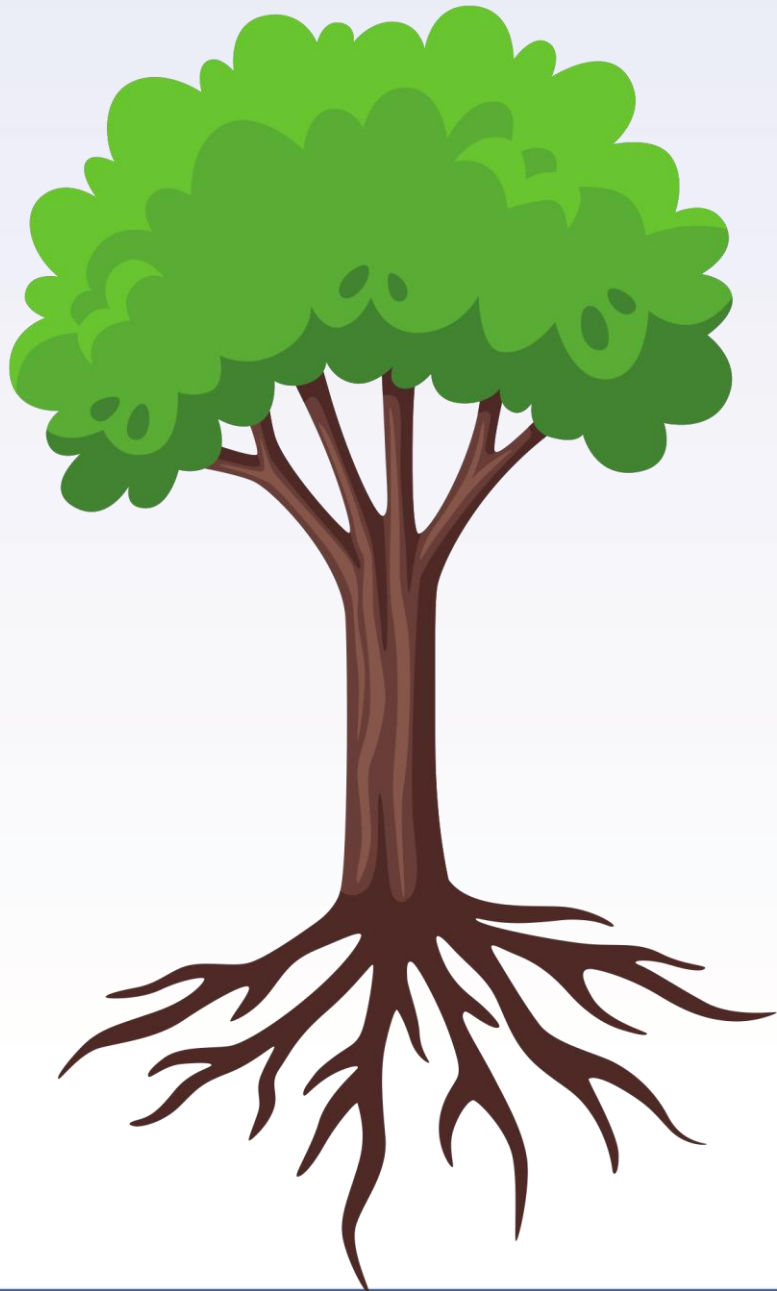


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System Director
Norton Healthcare

Institute for
Education and
Development

Objectives

- Review the Institute for Education and Development structure
- Discuss schools of nursing volume at Norton Healthcare
- Review first year RN turnover
- Demonstrate alignment of Academic-Practice Partnerships



“Growth is never by mere chance; it is the result of forces working together.”

- James Cash Penney

Synergy

“The interaction or cooperation of two or more organizations, substances, or other agents to produces a combined effect greater than the sum of their separate effects.”

Oxford’s English Dictionary

The Institute

Center for Nursing Practice

Center for Allied Health

Center for Academic Affairs

Center for Professional Growth

Center for Nursing Education

Center for Continuing Education

Center for eLearning and Documentation

Milestones



1

Milestone 1: Student Nurse Apprenticeship Program (SNAP)

What started as a passion program, became a nationally recognized, paid student nurse employment model at NHC. This was just the beginning of our team's student success.

(2017)

SNAP- Overview and Application

Student Nurse Apprenticeship Program (SNAP)



Tier I: Nurse Explorer

- Begins in January each year.
- Culture:** Courses, training and experiential learning opportunities.
- Experiences are offered across service lines in all Norton Healthcare facilities to allow perspective in bedside nursing, surgical services and unit management.
- Opportunity to explore different service lines for alignment with clinical immersion (Tier II).

Tier II: Nurse Extern

- Begins each summer, follows completion of Tier I.
- Clinical:** Six weeks of full-time employment working side by side with a nurse preceptor.
- Focus is on nursing skills, functions and tasks, time management, and clinical exposure. Skills are assessed prior, during and on completion of externship.

Tier III: Nurse Apprentice

- Begins each fall until student nurse graduates; follows completion of Tier II.
- Confidence:** Hybrid of clinical experience and continued education/training opportunities, five-week periods with a minimum of 20 hours each.
- Continuation of nurse extern role to assist in transition to registered nurse role following graduation.

Upon completing SNAP, the newly graduated nurse will receive a certificate from Norton Healthcare.



Additional program information

- Paid 12- to 18-month apprenticeship.
- Student nurse is required to purchase scrubs.
- Student nurse must complete and submit the nurse extern skills checklist received during Tier I before beginning Tier II.

Applications are accepted Aug. 20 through Oct. 1. To apply, visit NortonHealthcareCareers.com. To discuss this opportunity, email SNAP@nortonhealthcare.org.

SNAP
STUDENT NURSE
APPRENTICESHIP PROGRAM

NORTON HEALTHCARE

Student Nurse Apprenticeship Program (SNAP)



Norton Healthcare Center for Nursing Practice is looking for exceptional student nurses for its Student Nurse Apprenticeship Program (SNAP).

SNAP reinforces nursing education and patient safety, appreciation of the professional nurse role, and an interest in a health care setting.

SNAP is:

- The first prelicensure nursing apprenticeship program in the United States.
- A model of intentional investing in the student nurse through three tiers: culture, clinical and confidence.
- A paid apprenticeship providing educational preparation for a registered nurse role after graduation.

To apply

Applicants must be actively enrolled in a regionally accredited Bachelor of Science in Nursing or Associate Degree in Nursing program and in good academic standing. Submit the following information:

- The most recent transcript from the nursing program in which the applicant is enrolled.
- Resume.
- American Heart Association or American Red Cross Basic Life Support provider card.
- Two letters of recommendation from nursing faculty members. If currently employed in a health care setting, one letter must be from the employer.
- Personal statement: Why did you choose nursing as a profession? What are your goals for graduation? How does enrolling in SNAP assist you in accomplishing those goals?

Student nurses who are selected are required to submit immunization records and complete pre-employment screening.

December 2023 and May/June 2024 graduates are encouraged to apply at NortonHealthcareCareers.com between Aug. 20 and Oct. 1, 2023. To discuss this opportunity, email SNAP@nortonhealthcare.org.

Join an online information session to learn more: Aug. 24, Sept. 19 • 5:30 to 6:30 p.m. Sept. 8, 27 • noon to 1 p.m.

Go to NortonHealthcare.com/SNAP for login details.

SNAP
STUDENT NURSE
APPRENTICESHIP PROGRAM

NORTON HEALTHCARE

Norton Healthcare is an Equal Opportunity Employer M/F/D/V Disability/Veteran/Hispanic/Latino/Gender Identity

BUILDING A STRONG NURSING FOUNDATION

Norton Healthcare Student Nurse Apprenticeship Program (SNAP)

Culture

994 APPLICANTS
130+ ZIP CODES
6 ETHNICITIES

 **696**
participants

AGES 20-41


22
NURSING SCHOOLS
REPRESENTED

Clinical

 **16,300+ HOURS**
COMPLETED IN
COVID-19 SUPPORT

 **280+**
CLINICAL HOURS
COMPLETED BY EACH PARTICIPANT


66+ EDUCATIONAL
HOURS
COMPLETED BY EACH
PARTICIPANT

Confidence

 **9 OF 10**
GRADS

FULL-TIME REGISTERED NURSES
AT NORTON HEALTHCARE

92%
STAY AT LEAST 1 YEAR

 **\$33+**
MILLION
SAVED
THROUGH NURSE RETENTION

 SNAP GRADS HAVE
HIGHER PERCEIVED
SELF-CONFIDENCE IN
PATIENT SAFETY THAN
OTHER NEW NURSES

Program data from 2017 through 2022

Learn more at NortonHealthcare.com/SNAP and connect with
our team by emailing SNAP@nortonhealthcare.org.

Center for
Nursing Practice

SNAP
STUDENT NURSE
APPRENTICESHIP PROGRAM

 **NORTON**
HEALTHCARE

Institute for
Education and
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Milestone 2:
Schools of Nursing
(SON)

Our dedication and passion for student nurses allowed us to systemize all undergraduate clinical placements, group and individual, across NHC. A need for standardization, compliance, and accountability was evident.

(2020)

MAKING EVERY CLINICAL EXPERIENCE COUNT



Data from 2020 to 2021

For more information, email SON@nortonhealthcare.org.

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Center for Nursing Practice



Institute for Education and Development

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Milestone 3: Student Healthcare Assistants (SHAs)

We introduced a new student employment opportunity for any collegiate student in a health care discipline program. This opportunity bridge the gap in patient care needs and provided the ability to work in hour increments.

(2022)



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RN Turnover

Norton Healthcare

- 2021
 - Bedside RN- 25.7%
- 2022
 - Bedside RN- 22.1%
- 2023
 - Bedside RN- 17.4% (YTD)

United States

- 2021
 - Beside RN- 27.1%
- 2022
 - Beside RN- 22.5%
- 2023
 - TBD

Becker's Hospital Review (4/23)

<https://www.beckershospitalreview.com/workforce/the-cost-of-nurse-turnover-in-24-numbers-2023.html#:~:text=Here%20are%2024%20numbers%20that,national%20average%20of%2022.5%20percent>



Kentucky Hospital Association (11/23)

[KHA2023WorkforceSurveyReport.pdf \(kyha.com\)](#)

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Development

Why are First Year RNs Leaving

- Stressful work conditions
 - High acuity patient volume and long shifts
- Lack of leadership and supervision
 - High experienced nurse turnover
- Understaffed facilities
 - General nurse turnover

American Nurses Association (9/23)

<https://www.nursingworld.org/practice-policy/nurse-staffing/why-nurses-quit/#:~:text=The%20First%20Year%20Is%20Difficult,and%20supervision%2C%20and%20understaffed%20facilities.>

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(2022)

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Milestone 4: Academic-Practice Partnerships (APPs)

We became purposeful in crosswalking curriculum, dedicated education units (DEUs), joint appointments, and workforce readiness for all student nurses.

(2022)

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SECTION 3

Nursing Leadership Workforce Compendium



American Organization for Nursing Leadership (2/23)

https://www.aonl.org/system/files/media/file/2023/02/AONL_WorkforceCompendium3_022723.pdf

Institute for
Education and
Development



There is
no limit
to what our **Care**
can do.

C. Clinical and Quality Safety

A. Access

R. Retention and Workforce

E. Ease of Use



Roots to Results

Questions/Answers



Connect



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