

Professional Development and Clinical Workforce Development

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Discussion



Nursing Education



Academic-Practice
Partnerships



Nursing Shortage



TCSG & Health System
Partnership
Opportunities

Innovative Strategies to Address Educational Issues

- RN Orientation Redesign
 - Tiered Skills Acquisition Model implementation
- Dedicated Education Units
- Nurse Residency & Specialty Fellowship Programs
- Academic/Health System Practice Partnerships
- Health Systems sponsoring NCLEX Support



Tier Skills Acquisition Model™

Tier 1:
Observation
Equipment

Tier 2:
Lines and Drains
Abnormal values

Tier 3:
Assessment
Documentation

Tier 4:
Orders
Medication Mgmt.

Tier 5:
Hand-off
Patient
Disposition

Tier 6:
Care of
Complex Pts

Tier 7:
Trauma
Critical Care

We serve with
compassion.



We pursue
excellence.



We honor
every voice.



Academia & Healthcare Systems Strategic Plan for Nursing Faculty Shortage

- Academic Practice Partnerships
- Collaborative plan to increase number of faculty
 - Rethinking who can serve as faculty
 - Joint Faculty Appointments
- Health System & Academic Partners' Strategic Plan
 - Increase enrollment
 - Increase Faculty
 - Advisory Board
 - Increase student clinical placements
 - Research Partnership

Expanding Nursing Pipeline

- High School Partnerships
- Healthcare Summer Camps for High Schoolers
- Clinical Career Pathways
 - Certified Nursing Assistants
 - Certified Medical Assistants
- LPN Career Pathways
- Wrap-around Funding
 - Direct pay vs Reimbursement
- Increase Nurse Extern Conversion to New Grad RN

Expanding Nursing Pipeline Partnerships

- Wellstar Foundation/ U.S. Dept of Labor Nursing/RT Expansion Grant
 - Build pathway infrastructure
 - Enhance academic partnership model
 - Expand and diversify pipeline
 - Develop Clinical Career Pathway Programs (Nursing, CNA, CMA, Surg Tech)
- Urban League YouthBuild Construction
 - Partnered to hire 28 youth career options in healthcare
- CobbWorks, Inc.
 - Grant provides work-based learning to upskill current team members or jobseekers
- Georgia Workforce Development
 - Clinical Faculty preceptor training workshops

Wellstar Caregiver and Nursing Careers Progression



Clinical Entry Points and Pathways



High School Caregiver Programs



Certified Nursing Assistant Program



Accredited Nursing Programs (Associate, Bachelors, Masters)



Nurse Extern (Jr/Sr Year or Graduate with No-NCLEX Passing Score)



Certified Medical Assistant Program



Licensed Practical Nurse (LPN)



Wellstar RN Residency Program

Resident Areas of Study

Medical Surgical
Emergency Department
Critical Care High Acuity Facility (Kennestone, Cobb, Atlanta Medical Center Downtown)
Critical Care (All Other Facilities)
Neonatal Intensive Care Unit
Perioperative
Labor & Delivery

Program Highlights

- 12-Month Program
 - Experiential Learning
 - Professional Concepts
 - Clinical Skill Development
 - Evidence Based Practice Project
- Passing NCLEX Score
- RN Resident Job Title
- 6 Month Base Pay Increase to \$29.40
- Merit Eligible (timing based on hire date)
- Move to RN Practice Title at First Anniversary Pay Period



Wellstar RN Progression Model

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Model Highlights

- Beginner – Level I
 - 1-2 Years Experience
 - Diploma RN, ASN, BSN, MSN
 - Core Certifications (BLS, ASCS, NRP)
- Advanced – Level II
 - 2-5 Years Experience
 - Diploma RN, ASN, BSN, MSN
 - Pursuing or Achieve National Advanced Specialty Certification (dependent on role)
- Expert – Level III
 - 5+ Years Experience
 - Diploma RN, ASN, BSN, MSN
 - Maintain Advanced National Specialty Certification (dependent on role)

Review Items:

- Is the progression model followed with the requirements for each level?
- Are RN's signing the levels agreement?
- Are the certifications still accurate?



Development Programs



Preceptor Pathways



Ncharge – Charge Nurse Education



Nurse Manager ENMO



Additional Programs



Career Planning

Leadership Track

- RN Charge
- Assistant Nurse Mgr
- Nurse Mgr
- Dir Nursing
- Exec Dir Nursing
- Chief Nursing Officer

Nursing Specialization

- Interventional
- Hospice
- Home Health
- Burn
- Utilization Mgmt
- Care Coordination
- Wound Care
- Oncology
- Etc.

Advanced Practice

- Certified Nurse Specialist
- Nurse Practitioner

Educator

- Nurse Professional Development Educator
- Integrative Health Educator

Strategic College Partners:

Engaging with top tier academic partners to engage and support and professional pathways



Partnering to provide support for:



Clinical Placements: Increase with dedicated seats in programs for Wellstar team members



Clinical Faculty: Joint appointments/ endowed positions



Student Commitment Through Scholarship: Stipends | Internships/Externships | Loan Forgiveness

Academic and Community Partners in Georgia



Vision of the Future of Nursing Education

- Changing Demographics and Increasing Diversity
- Technology for 21st Century Nurses
 - Distance Learning Modalities
 - Sophisticated pre-clinical simulation labs (critical thinking & skill acquisition in a safe space)
 - Faster access to data equals improved research
- Era of Educated Consumers
- Demand for continuing education and career mobility

Thank you!