

Bridging the Gap Houston Healthcare

Are you ready for the path ahead?



Think like Russ
Cozart



Atomic
Habits

James Clear

2003 Fate of British Cycling changed
Dave Brailsford hired



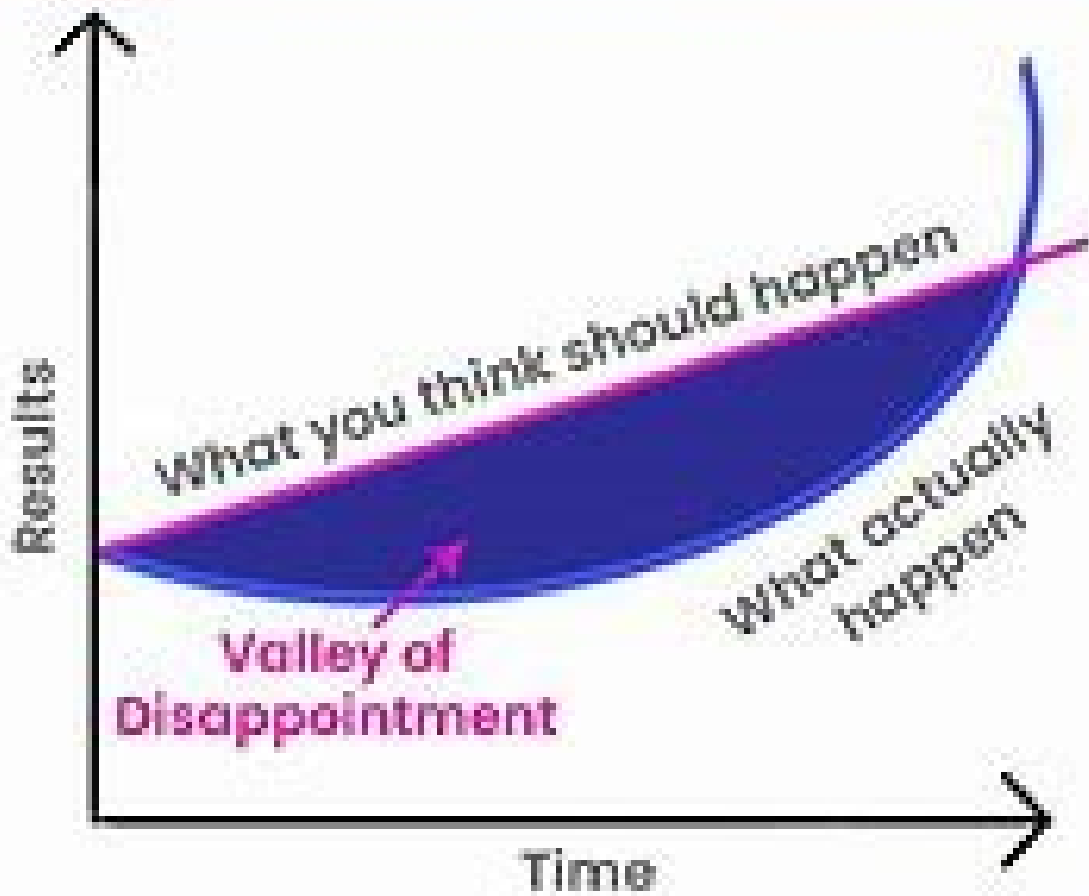
Break
things
down into
parts and
optimize

Marginal
Gains



Plateau of Latent Potential

We often dismiss small changes because they don't seem significant in the moment.



SCRIBBLENINE



Strategies

- Be a Leader
 - Don't be afraid try new things
 - Create structure
- Communicate
 - Created new onboarding process for new nursing instructors
- Collaborative learning
 - Attend conferences together
 - Discuss what others are doing that may work with your facilities
 - DEU nurses
 - Faculty
- Share equipment / knowledge
 - Expired equipment
 - Hi Fid. Manikins
 - Subject matter experts teach class

Collaborating to address the Faculty Shortage

- Cross-Facility collaboration
 - Job shadowing
 - Staff working as adjunct clinical instructor
 - DEU Nurse
 - Nursing instructors helping teach Nurse residency, ACLS etc.
- Innovative clinical rotations
 - 1:1 practicums
 - Use 2 students for 1 preceptor
 - Offer onboarding classes
 - CEU
 - Quality projects
 - Volunteer opportunities

TCSG partner to opening the pipeline

- Recruit for TCSG programs at your hospital
- Help people find their way back to nursing
 - Provide education to those who failed boards multiple times let them know what their options
 - Offer hospital partners onsite CNA or entry level classes for job codes which they lack skilled workers
 - Create a pathway for Military medics to sit challenge LPN boards



Vison for the future

- Create a guideposts how to onboard students and instructors
- Start with a pipeline through the high school system for those who are interested in health education
- Work together to mentor / encourage non traditional students pathways for career development

