



Archbold

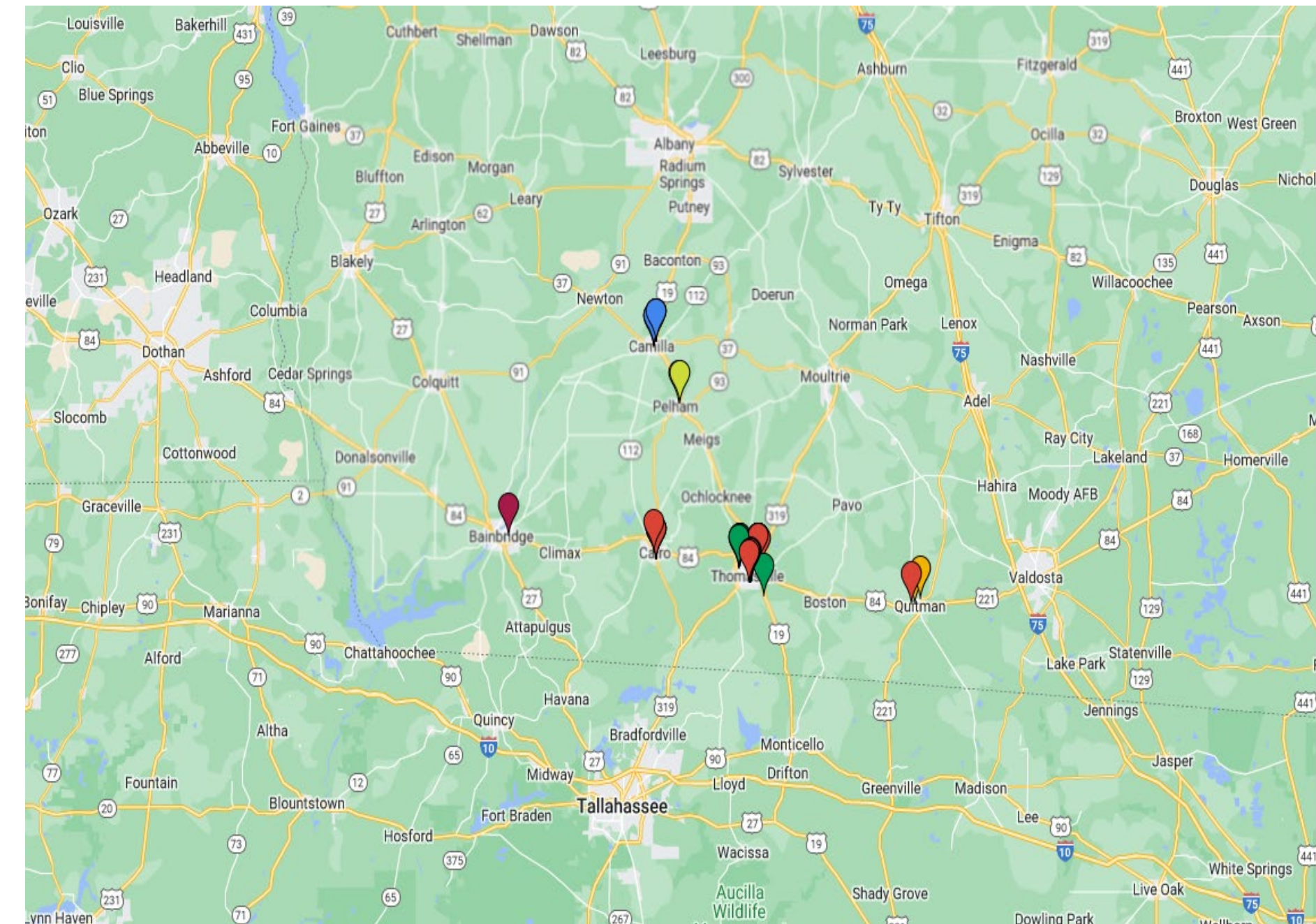
Emerging Partnerships Building the Workforce for Tomorrow

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Overview of Archbold



- Four Hospitals
 - Archbold Memorial – Thomasville, GA
 - Archbold Grady – Cairo, GA
 - Archbold Brooks – Quitman, GA
 - Archbold Mitchell – Camilla, GA
- Long Term Care Facilities
 - Archbold Living – Thomasville
 - Archbold Living – Camilla
 - Archbold Living – Pelham
 - Archbold Living – Cairo
- Additional Facilities
 - Archbold Northside
 - Physician Offices
 - Hospice



Current State of Archbold



- Open positions – 87 (RN/LPN)
 - Contract nurses – 69
 - International nurses – 13
 - Annual contract labor cost - \$5 million per year
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Issues/Barriers



- Archbold
 - Lack of licensed nurses/open positions
 - Lack of confidence/skill set of newly graduated nurses
 - Turnover of nurses
 - Partners
 - Shortage of nursing faculty
 - Lack of clinical space
 - Lack of simulation space
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Current Strategies at Archbold



- Financial Assistance
 - Providing funding for clinical instructors
 - Financial assistance
 - Scholarship Program
 - Tuition Reimbursement
 - Education/Clinical Advancement
 - Nurse Extern Program
 - Nurse Residency Program
 - Accelerated Nursing Assistant Program
 - ARCH Program
 - Additional Resources
 - Per diem contracts
 - Internal contracts
 - Hired Onboarding Coordinator position
 - Unit Based Educator structure
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Financial Assistance



- Students
 - Archbold Scholarship
 - Students must be within the last two (2) years of their program
 - Awarded up to \$10,000 with three (3) year work commitment
 - Tuition Reimbursement
 - Full time employees
 - Advanced degrees (clinical)
 - Pays 100% of tuition for work commitment
 - Partners
 - Provide funding for two (2) clinical instructors for local school
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Education/Clinical Advancement Archbold

- Nurse Extern Program
 - Students may apply after successful completion of Nursing Fundamentals and Pharmacology
 - The first half of the program the student rotates through different areas, the last half of the program the student is placed in the area they are most interested in
 - Accept two (2) cohorts per year, retention rate approximately 70-75%
 - Nurse Residency Program
 - One (1) year program designed to support the novice nurse with intensive curriculum, training, and resources
 - Goals of the NRP include increase new graduate competence, decrease negative safety practices, and increase retention
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Education/Clinical Advancement cont.



- Accelerated Nursing Assistant Program
 - Partnership with Southern Regional Technical College
 - Funded by the Archbold Foundation
 - Hired as Archbold employee
 - Paid to attend six (6) week accelerated course
 - Paid for all expenses associated with course work
 - Work commitment, specific to long term care facilities
 - ARCH Program
 - Clinical advancement program with financial reward
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Additional Resources



- Per diem contracts
 - Contracts with outside companies for per diem staff
 - Internal contracts
 - Hired Onboarding Coordinator position
 - Nurse Externs
 - Nurse Residency Program
 - Clinical Orientation
 - Unit Based Educator structure
 - 10 Unit Based Educators for John D. Archbold Memorial Hospital
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Moving Forward...



- Dedicated education units
 - Hospital staff to serve as clinical instructors
 - Non-traditional clinical days/hours
 - Promotion of advanced degrees/continued education
 - John D. Archbold Memorial Hospital – 41% of nurses are BSN or higher
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Archbold

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