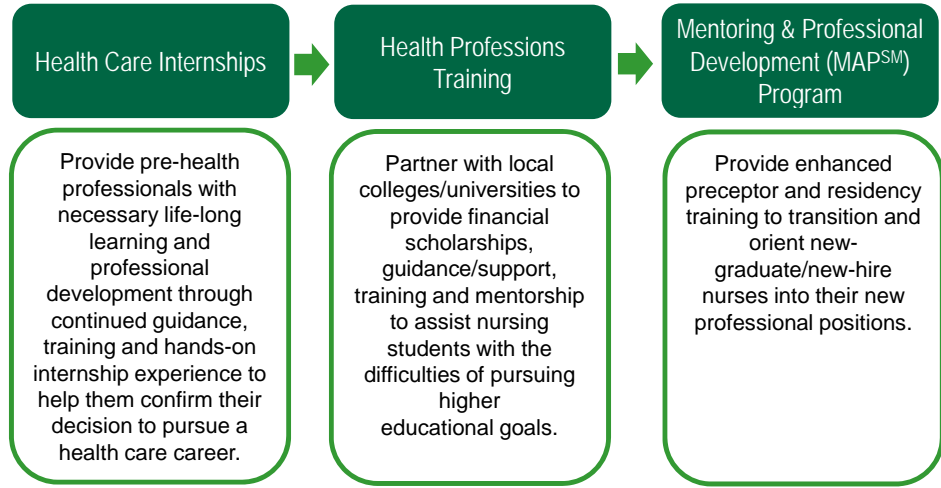


Introduction

The Health Workforce Pipeline is an innovative and cost-effective recruitment, training and retention model designed to strengthen the nursing workforce. The Pipeline recruits and trains individuals to become skilled, competent, and committed to enter nursing occupations. The goal of the Pipeline is to address current nursing workforce challenges including: the onset of an aging RN population, the lack of a well-defined training program for new-graduate/ new-hire nurses and high attrition rates. The purpose of this poster presentation is to:

- ❖ Describe a comprehensive model for recruiting and retaining a strong nursing workforce
- ❖ Explain how innovative professional development programs can support future nurse leaders and strengthen the nursing workforce.

Method/Approach



Health Care Internships

Provide pre-health professionals with necessary life-long learning and professional development through continued guidance, training and hands-on internship experience to help them confirm their decision to pursue a health care career.

Health Professions Training

Partner with local colleges/universities to provide financial scholarships, guidance/support, training and mentorship to assist nursing students with the difficulties of pursuing higher educational goals.

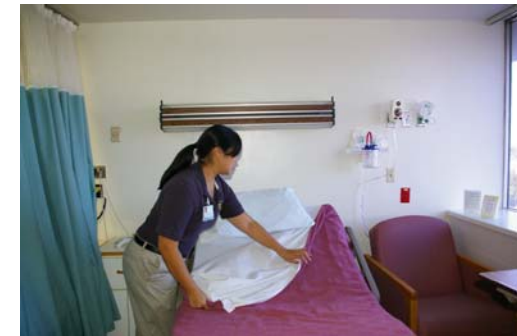
Mentoring & Professional Development (MAPSM) Program

Provide enhanced preceptor and residency training to transition and orient new-graduate/new-hire nurses into their new professional positions.

Pictures



Recruit the Motivated...



Train the Committed...

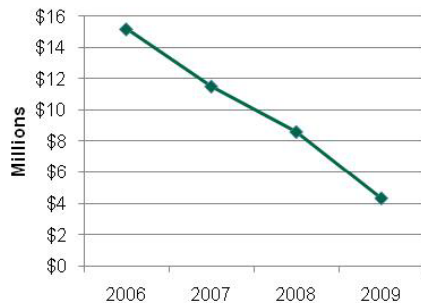


Retain the Competent.

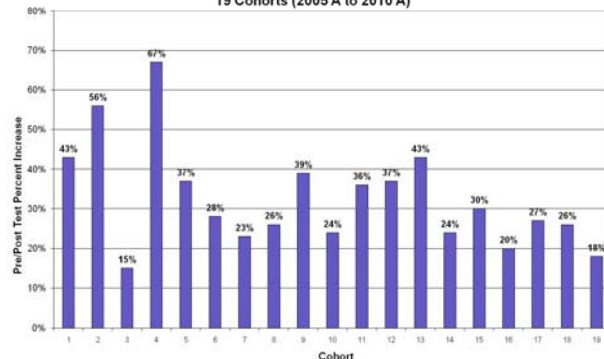
Outcomes

- ❖ Provided **3,212** pre-health professionals with **Health Care Internships** since 2001
- ❖ Assisted **88** nursing students with **Health Professions Training** since 2004
- ❖ Graduated **372** nurses from **new-grad/new-hire residency training** since 2005
- ❖ Decreased registry costs by **72%** from **~\$15M** in 2006 to **~\$4M** in 2009
- ❖ Decreased **new-grad/new-hire nurse turnover** rate in the 1st year of employment from **29% to 9%**

**RN Registry Usage
2006 - 2009**



**MAPSM Pre/Post Competency Test
Percent Increase by Cohort
19 Cohorts (2005 A to 2010 A)**



**RN Retention
July 2005 - June 2009**

