NYU

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Preparing the Long-Term Care Workforce

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THE HARTFORD INSTITUTE FOR GERIATRIC NURSING

HIGN Connections

Director's Cut

Dear Friends,

September is Healthy Aging Month. Every person should be ensured optimal health and quality of life wherever they are aging. Older people in long-term care, as well as those living actively in the community, are entitled to age-sensitive health care. It is essential to prepare the healthcare workforce to support this ideal for people who are aging. Part of the vision of Hartford Institute for Geriatric Nursing has been to ensure that those involved in older adult care understand the unique needs of this population and have access to resources needed to provide the right care, in the right place, and at the right time. One of the areas of our focus is long-term care. To that end, we have partnered with ArchCare, the Continuing Care Community of the Archdiocese of New York, to launch a fellowship program for new nurses and those transitioning from acute to long-term care. This nurse fellowship provides them with knowledge and skills, while instilling in them the passion to deliver the best care to those in skilled nursing facilities, sub-acute care, home care and PACE programs. The first cohort of nurses is expected to begin on November 1st. We hope this program will help build a professional long-term care workforce that recognizes and appreciates the complexity of caring for older adults, and the value of providing person-centered quality care.

Warmly,

Tara A. Cortes, PhD, RN, FAAN

Strengthening our Long-Term Care Workforce
Ida Newton, Elizabeth Seidel and Kimberly Hom

To prepare the workforce in long-term care, we need to consider how to best "pass the torch" and guide early career healthcare professionals. Recruitment and retention of workers are two challenges facing long-term care today. One study of new nurses found a lack of confidence, and a lack of guidance to develop organizational abilities (Casey et al., 2004; Halfer and Grad, 2006). New nurses experience high stress levels as they begin practice that can affect patient outcomes and retention. Fellowship programs are a great place to start and can support nurses to be well positioned to lead change and advance the level of care provided to patients.

Nurse fellowship programs are designed to close the gap between nursing school and clinical practice at the point of care through mentorship and ongoing education. Most older adult patients have multiple comorbidities, care delivery is more complex, and nurses are spread more thinly, resulting in a highly stressful environment. There is good evidence that transition to practice programs result in a reduction of role stress, and with an increased level of confidence.

Leadership needs to be the driving force to initiate innovative changes to attract and retain talent, creating the "Future of Health Care." Leadership is a needed skill for all nurses, as patient advocates the nurse must be able to lead and implement change. A nurse fellowship program helps nurses develop confidence and leadership skills, that can inspire nurses to stay in long-term care settings.

Nurse fellowships inspire because they are not just focused on delivering competent care, but also how to develop and grow in the nursing professions. Critical thinking is embedded in nursing education; however this skill needs to be developed as they transition into practice. The fellowship serves to mentor, guide, and shape the development of the new nurse. This experience can advance a personal strategy for lifelong learning and a commitment to professional nursing in long-term care.

ArchCare, the Continuing Care Community of the Archdiocese of New York, will work in collaboration with the Hartford Institute of Geriatric Nursing at NYU Rory Meyers College of Nursing to implement a nurse fellowship program to transition registered nurses to post-acute long term care. This is an opportunity to provide the necessary leadership to new nurses who would like to start their career in post-acute long term care. Working together with their preceptors in the program, they will learn to provide the highest quality of care and improve health outcomes for their patients.

DID YOU KNOW?
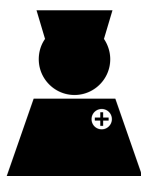
Created by Hoeda
from Noun Project

From 2015 to 2018, long-term care registered nurse staff turnover increased from 29% to 34%.

Source: The Nursing Home Salary & Benefits Report 2017-2018.
https://www.hhcsinc.com/hcs-reports.html

FELLOWSHIP OPPORTUNITY

Nurse Fellowship Program, [ArchCare]
The Long-Term Care Nurse Fellowship Program is a career opportunity open to new graduate nurses or nurses who are new to the post-acute long-term care field. The Long-Term Fellowship Program provides specialized education, support, and mentorship to nurses while they transition to clinical practice. The Program is a nine-month supplement

to the traditional organization and unit orientation. One of the primary goals of the Fellowship is to develop the nurse's critical thinking to enhance delivery of high quality care.

The Long-Term Care Nurse Fellowship Program is offered through the ArchCare Workforce Investment Organization and the Hartford Institute for Geriatric Nursing at New York University Rory Meyers College of Nursing. The learning content is focused on the special needs of adults and older adults receiving long term care in nursing facilities, home care, or Programs for All-Inclusive Care for the Elderly (PACE).

Learn more here.

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