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## Why is a nurse residency program in long-term care important to the recruitment and retention of nurses in Nebraska? Why should your facility care?

Workforce instability in LTC contributes to poor patient outcomes, lower profit margins, and a dissatisfied nursing workforce. The LTC industry will need to better prepare their workforce as they become the “new acute care facilities” across the state.

- The U.S. Census Bureau estimates that more than 25 percent of Nebraska’s population will be over age 60 by the year 2030, an increase of 32% percent from 2012 (U.S. Census Bureau, 2009 Projections). After 85 years of age 13.2% reside in LTC.<sup>1</sup>
- Current turnover rate for RNs in LTC is greater than 50%.<sup>2</sup> A Nebraska administrator states it is as high as 75%. Rates higher for CNAs.
- Turnover cost in acute care for RNs can reach \$92,000 per nurse. No data for LTC.<sup>2</sup>
- Goal of nurse residency: “*My Specialty is Long Term Care.*” Extrapolate from results of certification where there is a higher level of job satisfaction, clinical competence, empowerment and savings important to the *Quadruple Aim.*<sup>3</sup>
- Models for long-term care nurse residencies have been developed by Action Coalitions in New Jersey<sup>4</sup> and West Virginia and provide best practices for Nebraska.
- Propose to pilot the Iowa Online Nurse Residency Program at one urban and one rural LTC facility for up to 15 nurses at a cost of \$1000/nurse for one year.
- Once the pilot program is analyzed and best practices are identified the NAC Practice Team will recommend the Iowa Online Program or create its own program in collaboration with strategic partners.
- NAC’s transformational strategic partners interested in making a difference in the health and healthcare of Nebraskans: RWJF 300K; NHA \$20K; HDR, Inc. \$30K; Immanuel \$20K; Visiting Nurse Assoc. 50K (in kind); StrategicHealthSolutions 10K; CHI Health Hospitals 15K; Nebraska Medicine 15K (cash and in-kind). See our one-pager.

<sup>1</sup> Cramer, M.E. et.al. (2014). Retooling the RN workforce in long-term care: Nursing certification as a pathway to quality improvement. *Geriatric Nursing*.

<sup>2</sup> Trepanier, S. et.al. (2012). New Graduate Nurse Residency Program: A Cost Benefit Analysis Based on Turnover and Contract Labor Usage. *Nursing Economics*. 30(4):207-214.

<sup>3</sup> Miller, D. (2016). Is it time for a quadruple aim? <http://www.healthleadersmedia.com/nurse-leaders/it-time-quadruple-aim>

<sup>4</sup> Cadmus, E. et.al. Creating a Long Term Care New Nurse Residency Model. *Journal of Continuing Education of Nursing*. 2016 47(5):234-240.