

Changing the Landscape of the Nursing Workforce through an Innovative Partnership.

- Dr. Sandra Anyoha DNP, MSN, MPH, CNL
- Dr. Maria D Krol DNP, RNC-NIC, ACUE

Collaborators

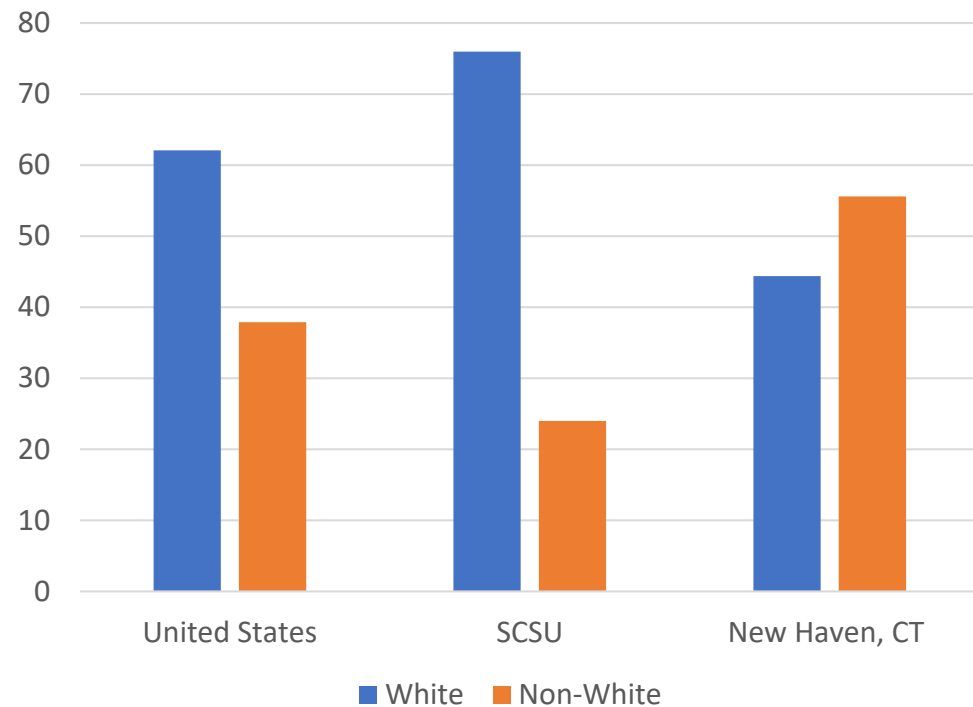
- **Yale NHH:**
- Dr. Ena Williams PhD, MBA, MSM, BSN, CENP
- **Southern CT State University:**
- Dr. Joshua Knickerbocker DNP, MBA, FNP-BC, APRN
- Dr. Kristen Borgognone DNP, RN-NEA-BC
- Mrs. Chelsea Ortiz MPH, BS, CLC
- Dr. Kelly Martinez EdD, FNP-BC, APRN
- Dr. Cheryl Green, PhD, DNP, RN, LCSW, CNL, CNE, ACUE, MAC, FAPA

Objectives

- 1. Discuss the steps needed to create collaborative partnerships among academic centers and healthcare systems.
- 2. Discuss steps taken by healthcare system to provide the program.
- 3. Discuss how to engage high school students in activities leading to greater understanding of nursing and college acquisition process.

BACKGROUND

- IOM 2020 “FUTURE OF NURSING REPORT”
- Student from Underrepresented minorities (URM) Groups
 - US 37.9% non-white (AACN 2021)
 - SCSU Nursing 24% non-white (2021)
- New Haven, CT : 55.61% (World Population Review 2021)



Mission

- *Southern Connecticut State University provides exemplary graduate and undergraduate education in the liberal arts and professional disciplines. As an intentionally diverse and comprehensive university, Southern is committed to academic excellence, access, social justice, and service for the public good.*

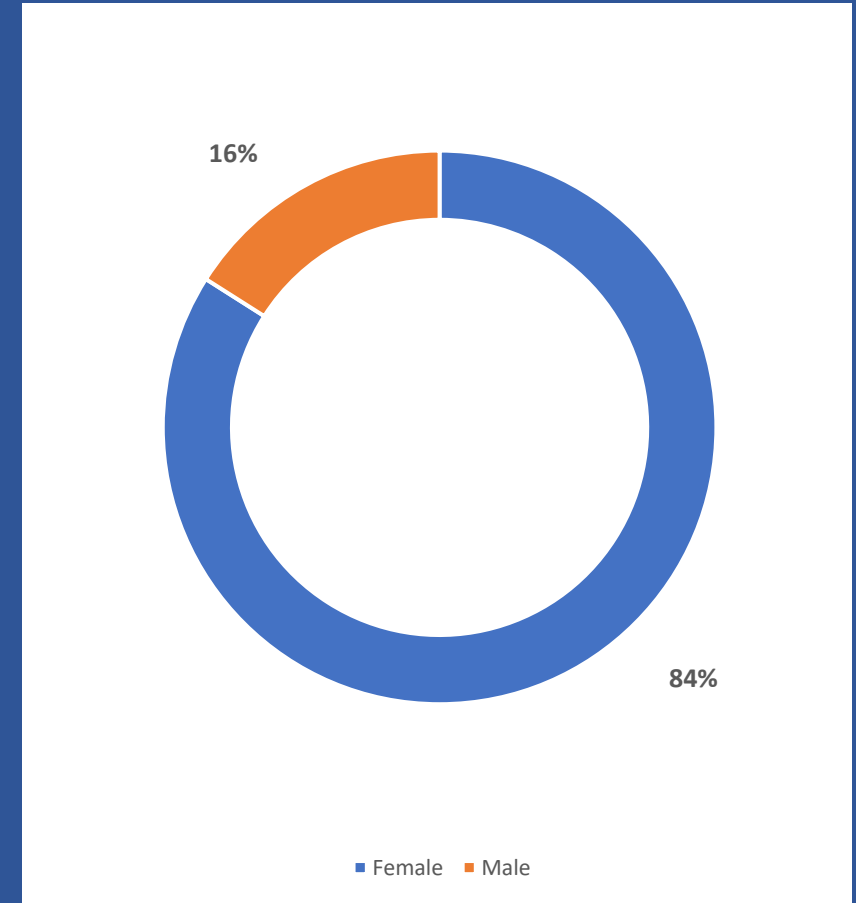
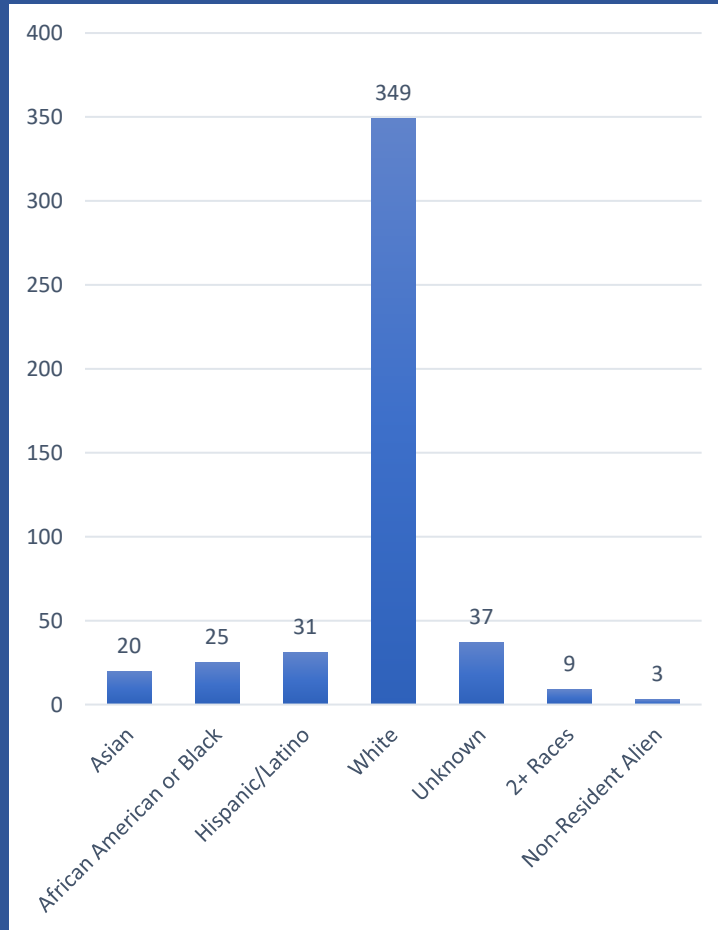
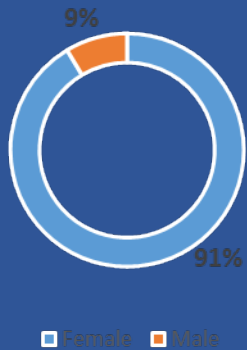
\$11,882

total tuition and fee for a full-time, in-state, resident undergraduate student (academic year 2021-2022)

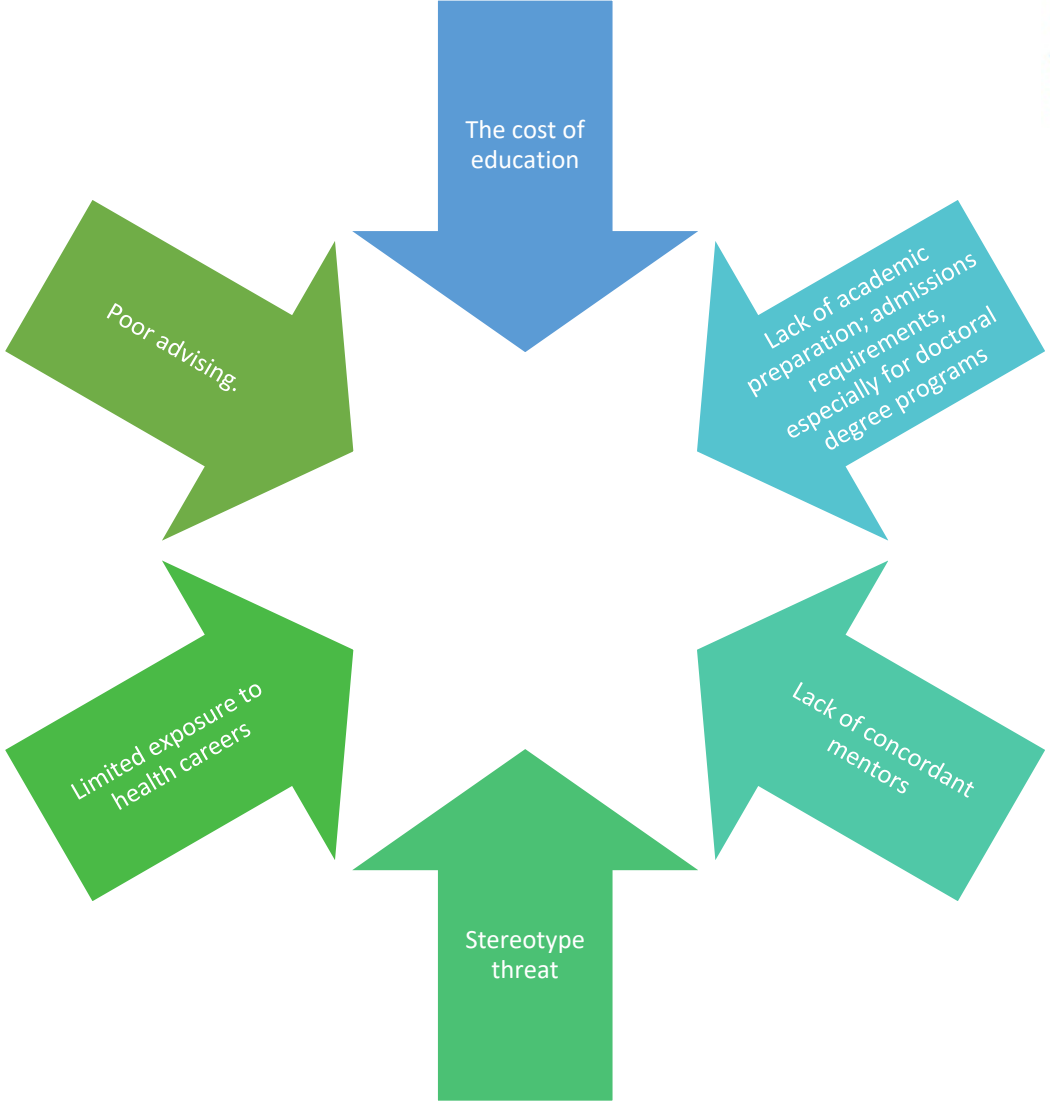
Overall Program Demographic Report

	Ethnic/Racial Breakdown	Gender Breakdown
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Traditional BSN Program
 2014-2020
 N=474



The barriers
to entering
the health
professions
include:



Purpose of the Summer Nursing Symposium

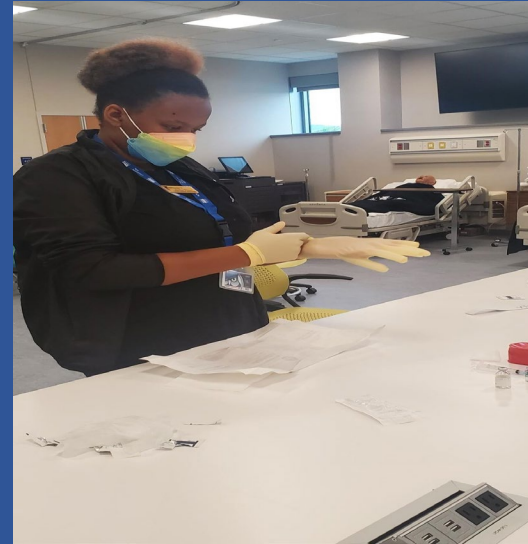
- To identify and nurture potential applicants
- Introduce them to the Nursing Profession
- Partner with Yale New Haven Hospital in order to provide students with a shadowing experience and the opportunity to meet Healthcare professionals with whom they share similar racial/ethnic, linguistic backgrounds.

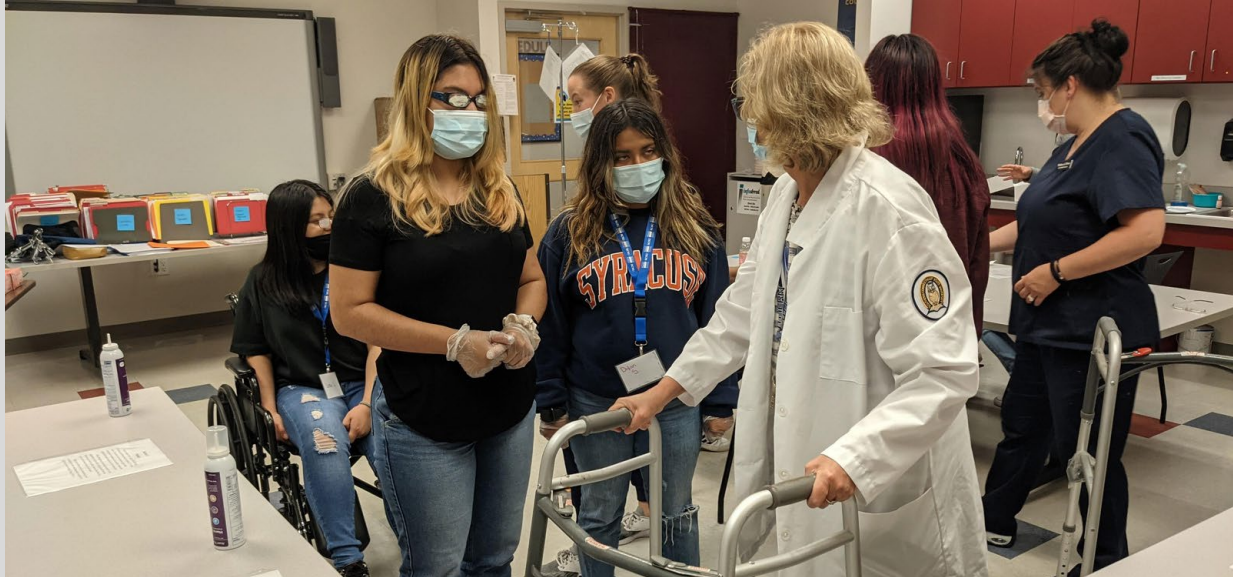
Summer Nursing Symposium

- 1. Introduction to the Nurse Role
- 2. Hands on experience in the Lab
- 3. Simulations: Care of the Older Adult, Hypertension, Pediatrics and OB
- 4. Director of Admissions- Being ready to apply to college, Applying
- 5. English teacher: perfecting the essay
- 6. Nursing Students: college experience
- 7. Developing leadership and presentation skills
- 8. The “Yale” experience

Nursing Skills

- Stations with nursing equipment & supplies
- Mannequins
- Demonstration
- Practice





Simulation Scenarios

- "Through their Eyes" (Brock University, Canada)
- Experiential Learning-- challenges of the elderly
- Key concepts--empathy, humiliation, dependency, and caregiving

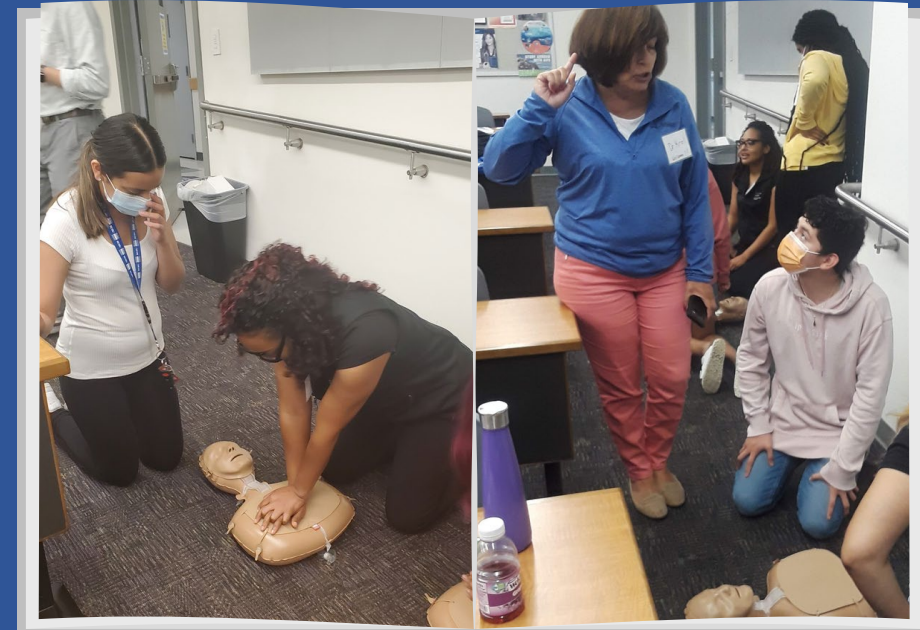


College Information Session



Stop the Bleed

These activities were utilized to provide the student with experiences that are helpful to spark interest and inform about important health and safety topics



Presentations



Reliable Health
Information



Informed
Decisions



Project
Development

Presenting the
Finished Product



Recruitment Strategies

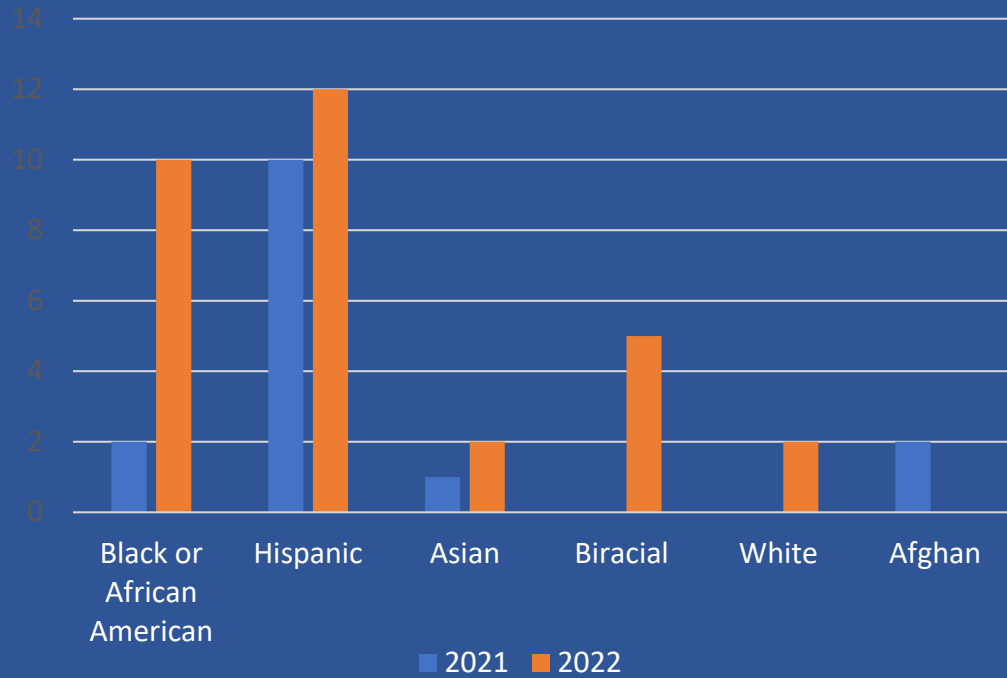
Collaborating with the guidance counselors
Word of mouth.

Website

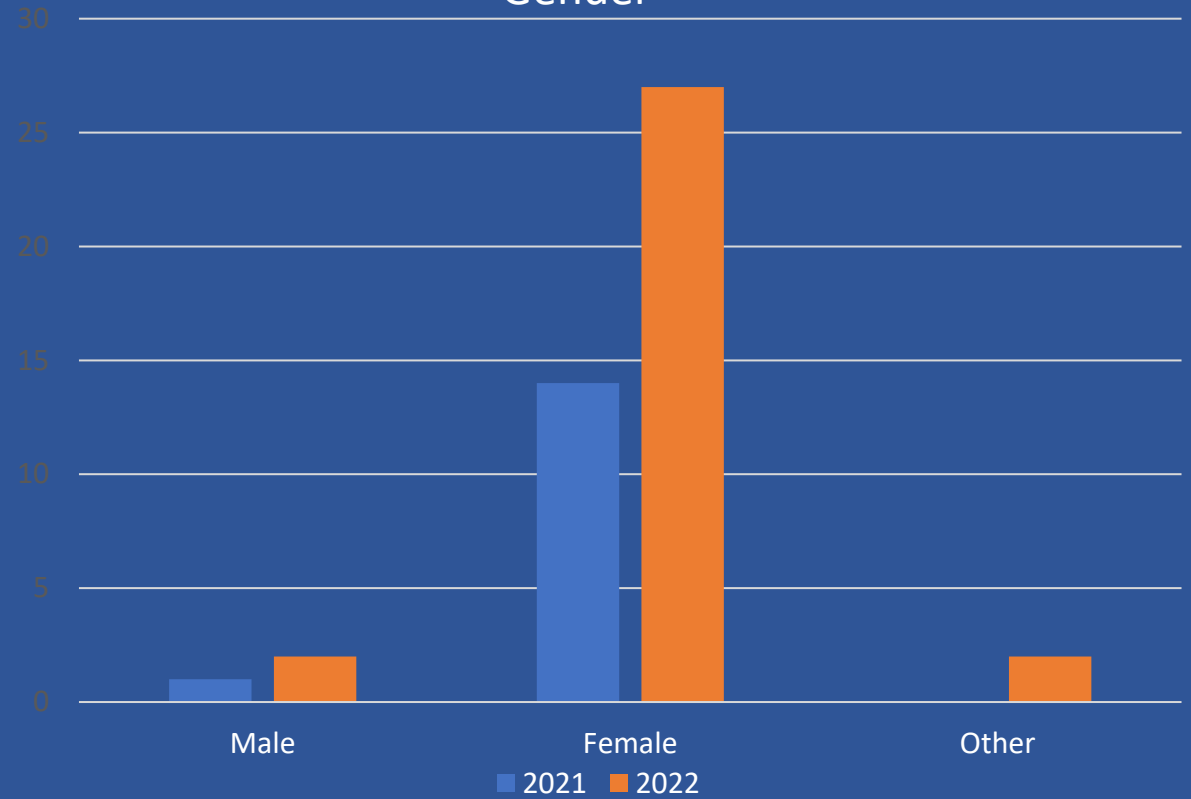
Going to the NH Public schools and
presenting the program

Local High School Participants

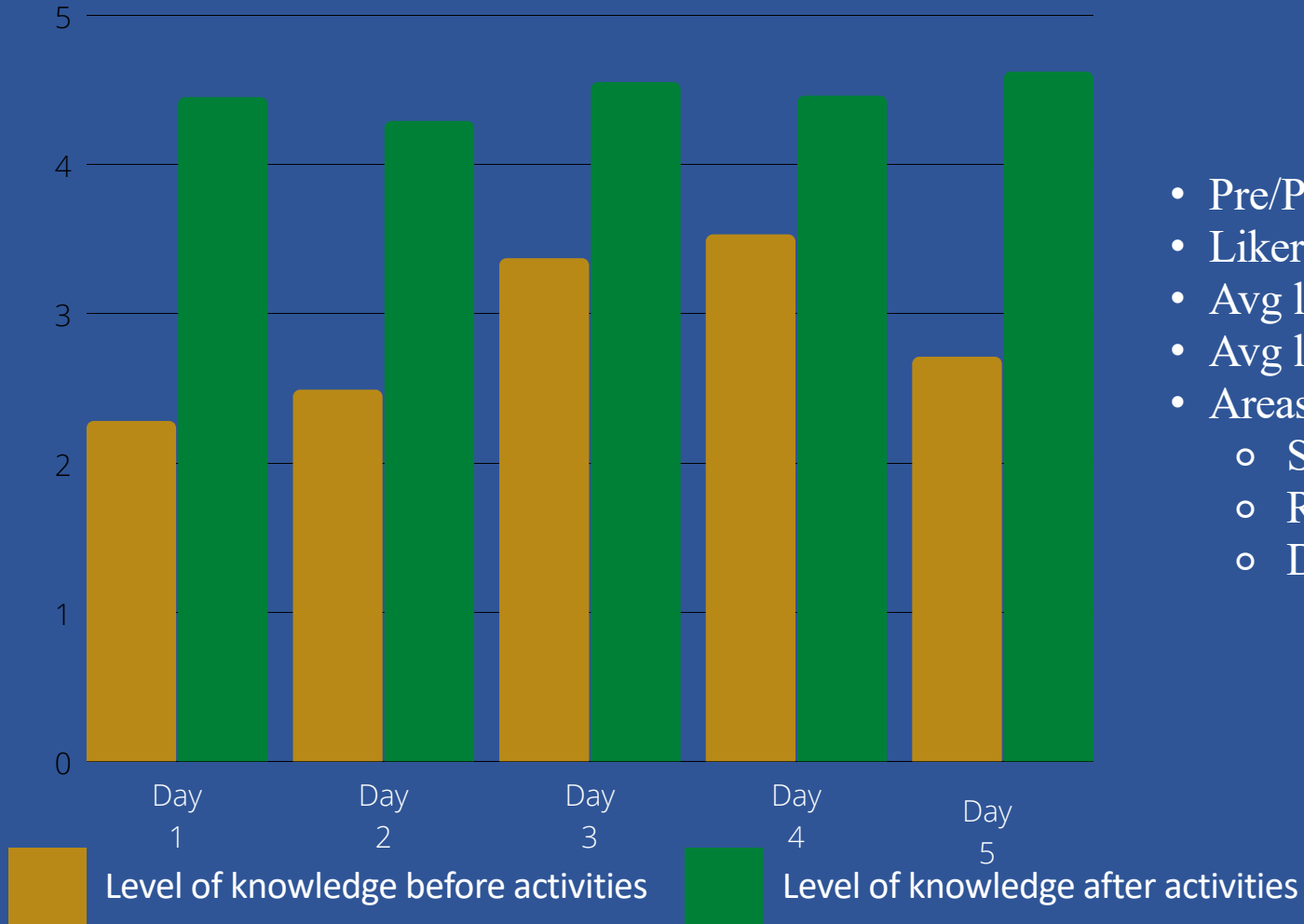
Race



Gender



Pre/Post Survey Results



- Pre/Post Survey
- Likert Scale 1-5
- Avg level of knowledge before activities 2.88
- Avg level of knowledge after activities 4.47
- Areas of greatest growth:
 - Simulation (1.38; 4.71)
 - Role of the nurse (2.59; 4.45)
 - Developing college portfolio (2; 4.17)

Outcomes

Yale NewHaven Health

Yale New Haven Hospital

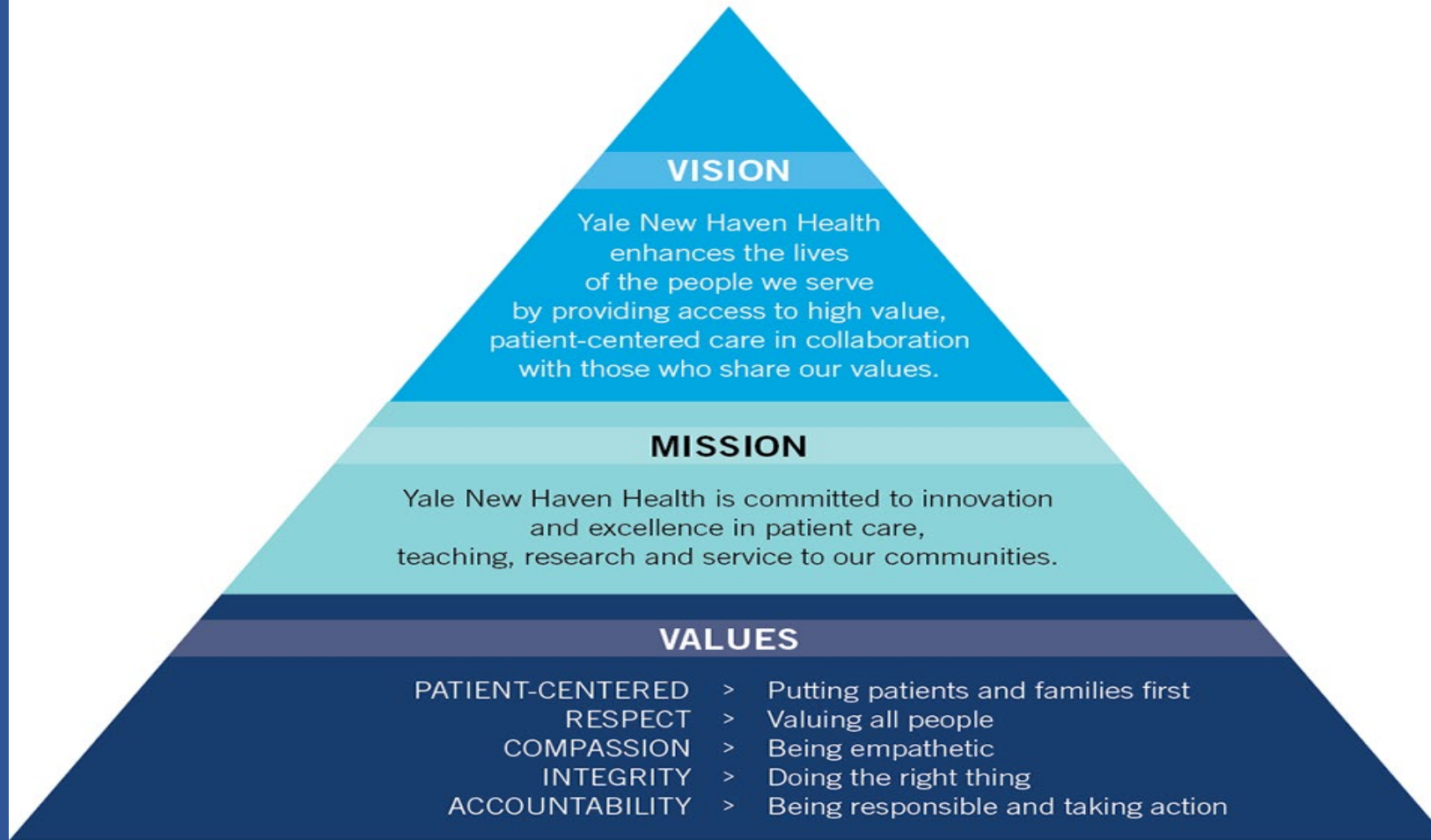


YNHH/SCSU High School Pipeline Program

About YNHH

- ✓ YNHH is a 1,541-bed private, nonprofit teaching hospital Health System based in New Haven Connecticut.
- ✓ It is one of the largest hospitals in the world and the largest in Connecticut (<https://ynhh-magnet.org>).
- ✓ United States bureau of labor estimates that less than 20% of the America Nurse workforce are minority nurses.
- ✓ As of 2020, Yale New Haven Hospital Health system nursing workforce reflect this data with the nursing demographic showing White/Caucasian 76%,Black /African American 8%, Asian 9%, Hispanic 5%, American Indian/Alaskan Native 0.0%, Native Hawaiian/Pacific Islander 0%, Two or more races 1.0%
(<https://ynhh-magnet.org>).

VISION, MISSION AND VALUES



YaleNewHaven**Health**

Bridgeport Hospital | Greenwich Hospital | Lawrence + Memorial Hospital | Westerly Hospital | Yale New Haven Hospital | Northeast Medical Group



Yale NewHaven Health

Yale New Haven Hospital

Yale Magnet Re-Designation

Yale Nursing at a Glance



Yale NewHaven Health

Yale New Haven Hospital

TRANSFORMATIONAL LEADERSHIP

Nursing at a Glance

17
active nursing
research studies



200+
practice settings



5,205
nurses



3,679
clinical nurses
1,365
care associates

8.1%
vacancy

691
new RN hires
246
FTE RN positions
added



RCAP advancements:
102 CNII; **78** CNIII
6 scholarships awarded
80% BSN and above



\$132,540
in nursing conference
funding provided

2.45%
pressure ulcer rate



87.6
patient experience
inpatient

93.4
patient experience
ambulatory

86.3
patient experience
ED

Demographics of Registered Nurses

New Haven, CT

Race/Ethnicity	New Haven	STATE
White/Caucasian	61.6%	65.9%
Black/African American	15.2%	12.2%
Hispanic/Latinx	19.1%	16.9%
American Indian/Alaskan Native	0.6%	0.6%
Asian	4.3%	5.0%
Native Hawaiian/Pacific Islander	0.1%	0.1%
Two or More Races	2.5%	2.5%

Nurses at YNHH

Race/Ethnicity	RN
White/Caucasian	78.0%
Black/African American	8.0%
Hispanic/Latinx	5.0%
American Indian/Alaskan Native	0.0%
Asian	9.0%
Native Hawaiian/Pacific Islander	0.0%
Two or More Races	1.0%

Background

Yale
NewHaven
Health

Yale New Haven
Hospital

 Southern
Connecticut
State University

A diverse nursing work force is essential to improving health disparity and equity in health as well as providing high value health care that is patient centered.

With this ideology in mind YNHH in the summer of 2021 in the height of the COVID-19 pandemic collaborated with Southern Connecticut State University's Department of Nursing to provide students from New Haven Public Schools an opportunity to learn more about nursing by participating in a Summer Nursing Symposium.

The goal of this partnership was to support increase in enrollment of minority High school students into nursing, as this will serve as a pipeline to recruit underrepresented students into nursing workforce at YNHH.

Yale New Haven Health



Structure

- Chief Nursing Officer Sponsorship and Endorsement
- Identified Minority Nurse Leader Liaison
- Obtain clearance from Quality and Safety
- Obtain clearance from Infection prevention
- Obtain signed medical and behavior guideline



Mentors

- Identify appropriate nursing units.
- Identify minority nursing mentors
- Structured day of event activity
- Support of school chaperones



Process

Assign each student to a nursing mentor
Follow established task list
Lunch with nursing leaders and minority mentors
Debriefing each day

YNHH Shadowing Experience Meeting the Professionals



Positive Consequences

Southern:

All faculty have volunteered

Gained knowledge of the issue first hand

Yale

More diverse volunteers have stepped up to
make a difference

CT

Programs are engaging in providing a program
in their areas:

St Joseph University- August 2022

UCONN SON is working on a program

Initiative	Constituencies	Description	Suggested Funding Required	Budget Allocation
Nursing Pipeline Program for High School Students	<ul style="list-style-type: none"> ○ High School students of YNHH employees ○ High School students in New Haven and surrounding communities ○ 200 total students over five years 	<p>A 4-week high school summer immersion program that exposes high school students to the nursing profession.</p> <ul style="list-style-type: none"> ○ Provide mentorship to students to position them for acceptance into a nursing program ○ Provide ongoing mentorship throughout their nursing program. ○ Will be in collaboration with nursing universities and colleges but led by YNHH team 	<ul style="list-style-type: none"> ○ \$150 weekly stipend for students ○ Honorarium to cover YNHH staff who will help to support and facilitate the program. 	<p>\$170,000 over 5 years</p> <p>Stipend amount: \$120K</p> <ul style="list-style-type: none"> ○ \$600/student <p>Honorarium & Admin Cost: \$50K</p>

What's Next

Thank You

SCSU Co-Directors: Dr. Maria D. Krol & Dr. Joshua Knickerbocker

YNHH: Directors: Sandra N. Anyoha & Ena Williams

Collaborators: Yaw Appiah (YNHH), Ina Brown (YNHH), Jennifer Bucknall (YNHH), Elena Byrne (SCSU), Mary Pat Caputo (SCSU), Chris Chmura (YNHH), Rose DeSiena (SCSU), Marcie Gawel (YNHH), Alyssa Glasow (SCSU), Rebecca Hedreen (SCSU), Alick Letang (SCSU), Jason Malia (YNHH), Cindy O'Sullivan (SCSU), Melissa Perez (SCSU), Sahony Ramirez (CT-NAHN), Donald Smith, Nilvio Perez, (SCSU) Sophia Ting (SCSU), & (YNHH)

Gabriela Vazquez (SCSU), Patricia Szabo (YNHH), Robbie Sambat (YNHH), SCSU CHHS Ambassadors
Fatou Muteba (SCSU), Talisa Barnes (SCSU)

Funding: College of Health and Human Services & the School of Nursing Fund (SCSU) 2021
(YNHH) 2022

Special Recognition: Cher Espina, University of Washington

Yale
NewHaven
Health
Yale New Haven
Hospital

 Southern
Connecticut
State University

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Healthforce Center at UCSF.

Yale
NewHaven
Health
Yale New Haven
Hospital

 **Southern
Connecticut
State University**