A Virtual Nursing Refresher Course: Preparing Nurses to Return to the Workforce

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CT League for Nursing
History

- 2000 CT League of Nursing in collaboration with Charter Oak State College
- 2010 Convert to Virtual Clinical Experiences
- 2016 CT League of Nursing launched own platform
RN Refresher Module 1

- Reinforce and/or update previous knowledge about:
  - the nature of the health care delivery system
  - infection control
  - application of the nursing process in nursing practice and patient education
  - nursing care of older adults
  - legal and ethical issues in health care
  - nursing care for patients with fluid/electrolyte and nutritional imbalances
  - nursing care for patients experiencing pain
  - nursing care of the patient experiencing surgery
  - nursing care for patients with cancer
Module 2

- Virtually care for patients:
  - with fluid and electrolyte imbalances
  - in pain
  - with cancer
  - perioperatively
  - receiving blood transfusions
  - needing end of life care
Module 3

- Reinforce and/or update previous knowledge about the physiological and psychosocial aspects and the contemporary medical/surgical, pharmacological, and nursing regimens of health care problems that affect the:
  - Respiratory system
  - Cardiac system
  - Metabolic system
  - Renal system
  - Immunologic
  - Gastrointestinal system
  - Neurological system
  - Musculoskeletal system
Module 4

- Virtually care for patients:
  - with acid-base imbalances
  - with Emphysema and Pneumonia
  - with Atrial Fibrillation
  - with Hypertension
  - with Diabetes
  - with Osteoarthritis and a Total Knee Replacement
  - with Intestinal Obstruction/Colorectal Cancer
2016-2018 Follow-Up Survey

- 57 “refresher” surveys sent
- Sent between February 27 through March 20
- Participants must have completed all 4 modules
- 31 respondents = 54% overall response rate
  - N26 = 46% response rate
Survey

- Demographics
- Pre-Refresher Course Questions
  - Month/Year completed
  - Reasons for taking the course
  - Practice areas
- Post-Refresher Course Questions
  - NCLEX
  - Employment
  - Challenges
Demographic Results = N26

Length of time out of practice prior to taking the course:
- 0-5 years: 5
- 6-10 years: 10
- 11-15 years: 5
- 16-20 years: 2
- over 21 years: 2

Ethnicity:
- White: 20
- Black or African American: 3
- American Indian or Alaska Native: 1
- Asian: 1
- Native Hawaiian or Pacific Islander: 1
- Other: 0
Q17 - What are/were the factors that prevent you from obtaining employment?
Demographic Results = N26 (cont)
Results A

- NCLEX:
  - 3 "refresher" students (12%)
  - All from CT
  - 100% first-time pass rate
  - All strongly agreed that the refresher course prepared them for successful pass on NCLEX (no one took additional courses/classes)
Results B

- Employment
  - 10 out of 26 currently employed (38%)

HOWEVER . . .

- Only 10 were actively seeking employment therefore 100% of participants are currently employed
Results B

Reasons for not seeking employment:
- Caring for my mother with dementia
- Waiting for a specific position
- Personal reasons
- Still have young children at home
Results B

Type of institution(s) or practice setting(s) in which they are employed:

- Acute care setting
- Long term care setting
- Community Population health
- Home health
- School nursing
- Outpatient setting
- Parish nursing
- Other

Count
Results B

**Working:**

- Full-time: 20%
- Part-time: 20%
- Per Diem: 40%

Percentage
Results B

- Employment

Length of time obtained employment after completion of the RN Refresher course:

- 25.00% (1) over 1 year
- 8.33% (1) 7-12 months
- 66.67% (8) 1-6 months
- During the course or less than one month
Results B

Age at the time the RN Refresher course:

- 20 - 24: 0%
- 25 - 34: 20%
- 35 - 44: 30%
- 45 - 54: 20%
- 55 - 64: 10%
- 65 - 74: 5%
- 75 - 84: 5%
- 85 or older: 0%

Age at the time of RN Refresher course (CT):

- 25 - 34: 0%
- 35 - 44: 20%
- 45 - 54: 30%
- 55 - 64: 20%
- 65 - 74: 10%
- 75 - 84: 5%

Percentage
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<tr>
<th></th>
<th>0-5 years</th>
<th>6-10 years</th>
<th>11-16 years</th>
<th>16-20 years</th>
<th>over 21 years</th>
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<td>ADN with non-nursing BS degree</td>
<td>BSN</td>
<td>MSN</td>
<td>Doctorate</td>
<td>Other</td>
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<tr>
<td>What type of institution(s) or practice setting(s) are you employed at? List all that apply.</td>
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<td>ADN with non-nursing BS degree</td>
<td>BSN</td>
<td>MSN</td>
<td>Doctorate</td>
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2015 National Nursing Workforce Study
- 50% of RN’s were over the age of 50
- 42% of RNs had a BSN or higher degree as their initial credential, while 65% had obtained a baccalaureate or higher degree (in any field) as their highest level of education.

2017 National Nursing Workforce Study
- Data collection is complete, awaiting analysis
The Connecticut Center for Nursing Workforce (CCNW) - A program of the CLN in partnership with the UCONN School of Nursing.

In August 2013, the CCNW received the CT-ONLY Data from the National Council of State Boards of Nursing (the Council) and the National FORUM of State Nursing Workforce Centers based on the findings from a Spring 2013 national survey sent to nurses throughout the country based on the National Minimum Dataset for the Supply of Nurses.
Significance

- Adequate preparation for NCLEX and re-entry into practice
- Successful employment
- Filling a nursing workforce need
Limitations

- Small sample size
- Timeframe between survey and completion of program
Next Steps

- 1 year follow-up study

- Continue to follow-up with nurses who have completed the program

- Employer surveys?