

# 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

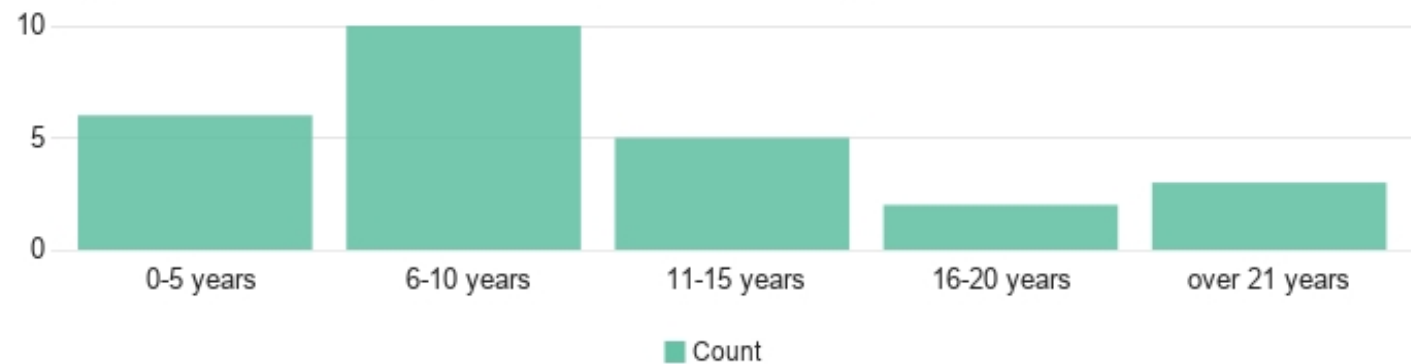


# Demographic Results = N26

Ethnicity



Length of time out of practice prior to taking the course



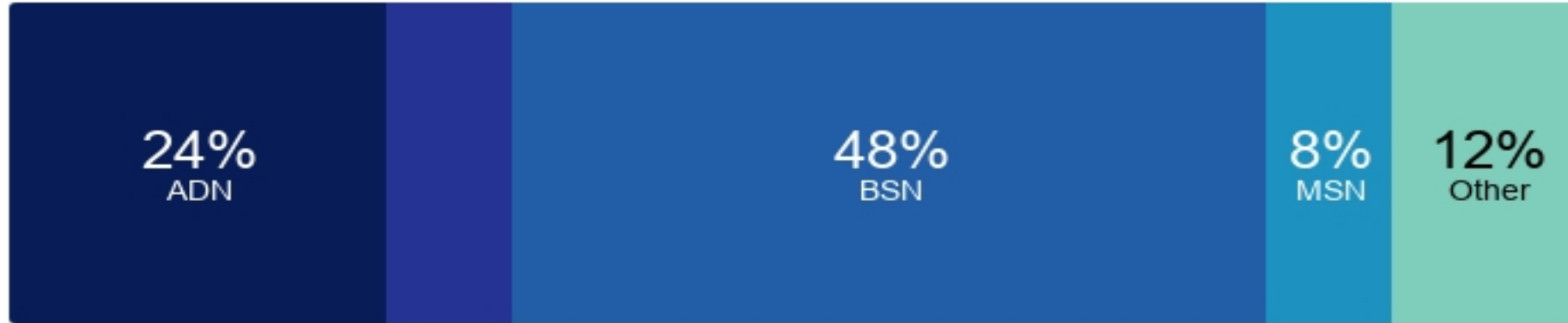
# Demographic Results = N26 (cont)

Q17 - What are/were the factors that prevent you from obtaining employment ?



# Demographic Results = N26 (cont)

Education:



# 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 . . .

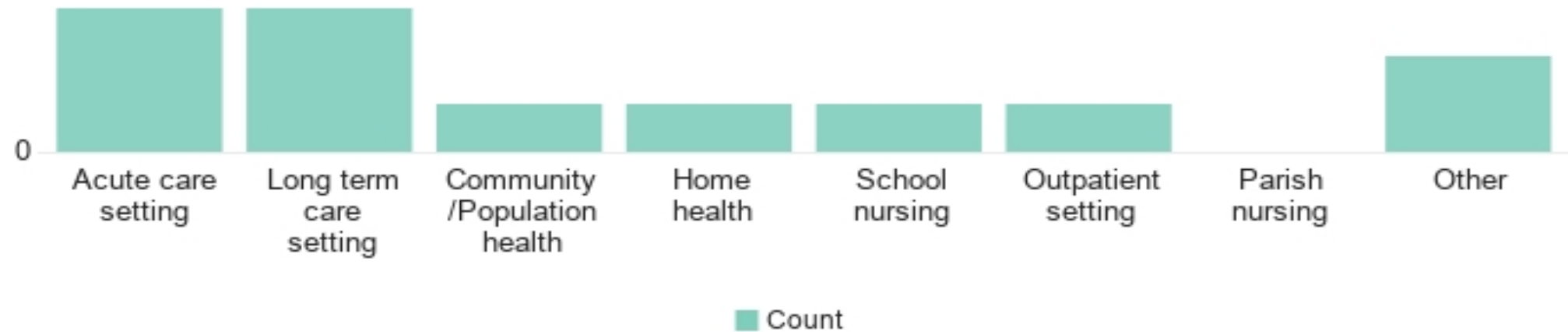
- ❖ Only 10 were actively seeking employment therefore 100% of participants are currently employed

# 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

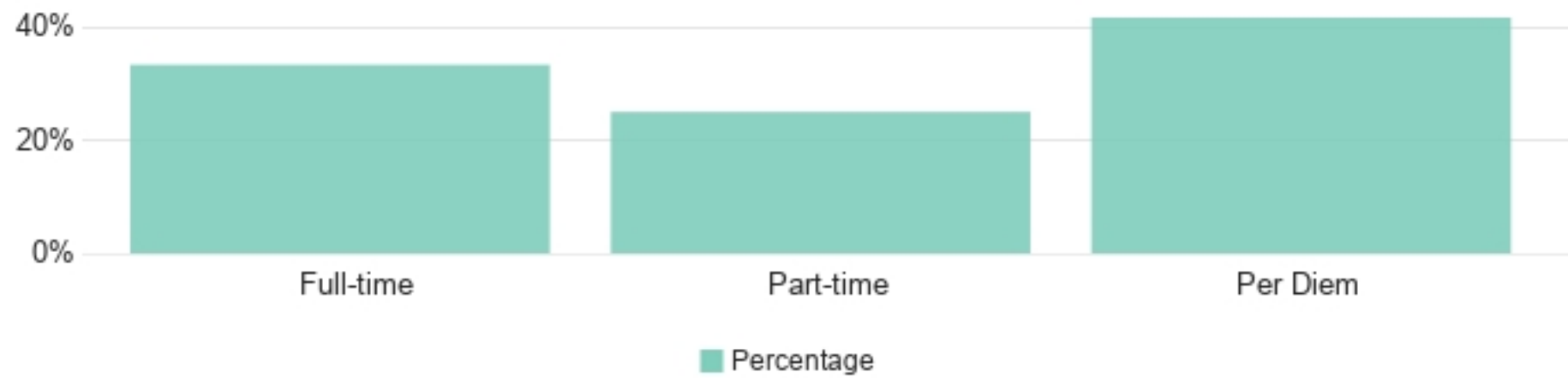
# Results B

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



# Results B

Working:

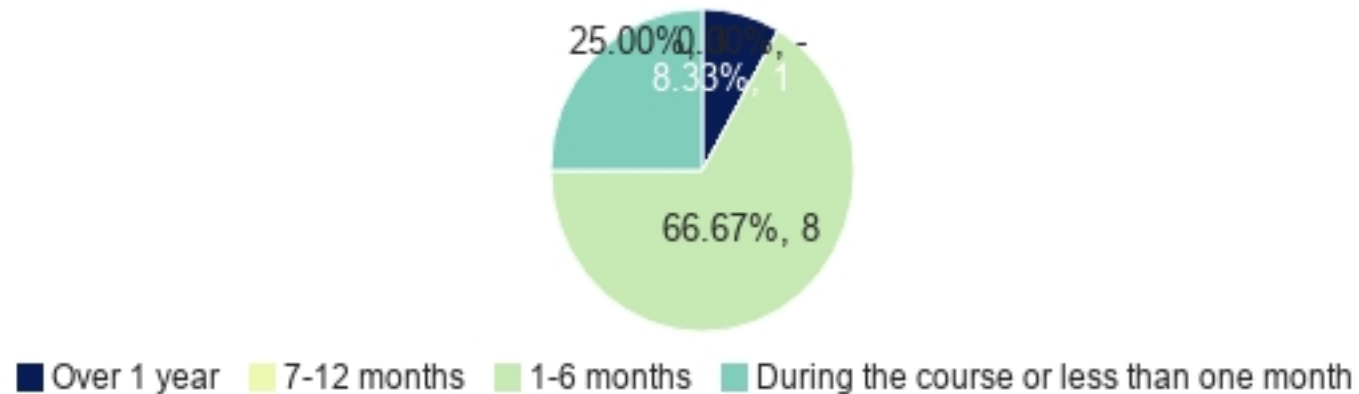




# Results B

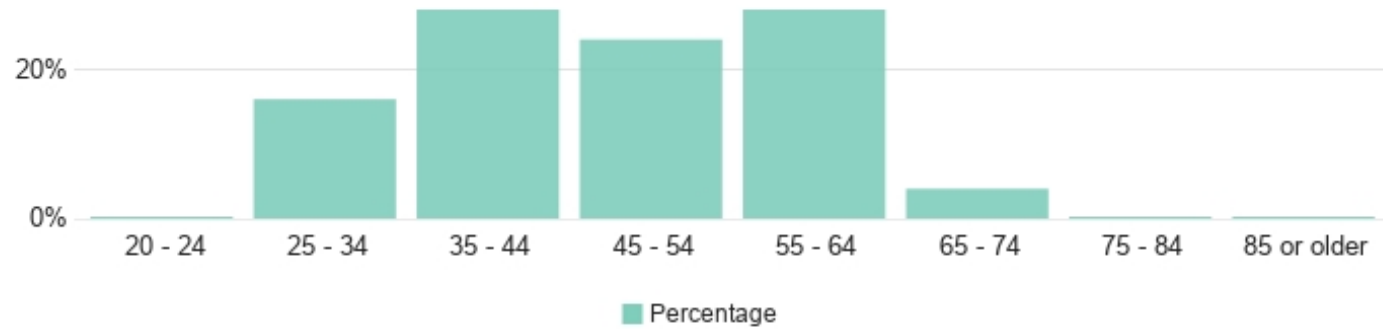
## ❖ Employment

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

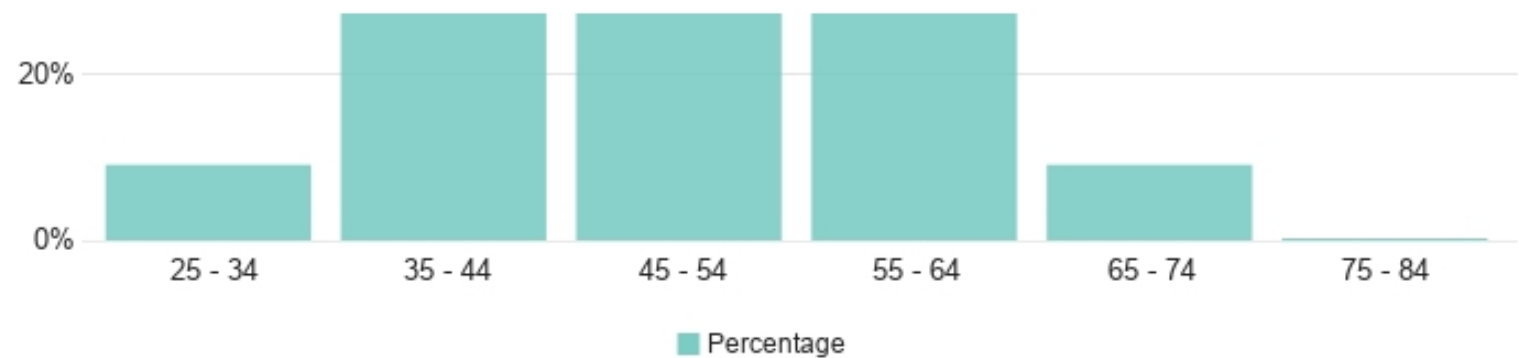


# Results B

Age at the time the RN Refresher course:



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



2018 CLN RN Refresher Follow-Up Study Cross Tabulation(1)

		How long were you out of practice prior to taking the course?					Total
		0-5 years	6-10 years	11-15 years	16-20 years	over 21 years	
Are you currently employed?	Yes	4	3	3	1	1	12
	No	2	6	2	1	2	13
	Total	6	9	5	2	3	25
Are you currently working:	Full-time	1	0	1	1	1	4
	Part-time	1	2	0	0	0	3
	Per Diem	2	1	2	0	0	5
	Total	4	3	3	1	1	12
How long after the completion of the RN Refresher did you obtain employment?	During the course or less than one month	0	1	2	0	0	3
	1-6 months	4	2	1	1	0	8
	7-12 months	0	0	0	0	0	0
	Over 1 year	0	0	0	0	1	1
	Total	4	3	3	1	1	12
What was your age during the time you took the RN Refresher course?	20 - 24	0	0	0	0	0	0
	25 - 34	3	1	0	0	0	4
	35 - 44	1	5	1	0	0	7
	45 - 54	1	1	2	1	1	6
	55 - 64	1	2	2	1	1	7
	65 - 74	0	0	0	0	1	1
	75 - 84	0	0	0	0	0	0
	85 or older	0	0	0	0	0	0

2018 CLN RN Refresher Follow-Up Study Cross Tabulation(1)

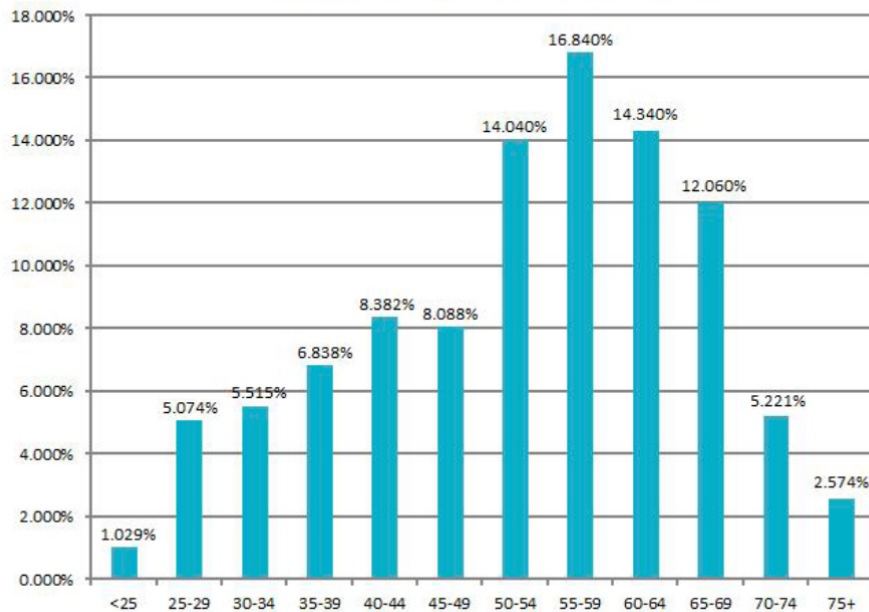
		Education:						
		ADN	ADN with non-nursing BS degree	BSN	MSN	Doctorate	Other	Total
Are you currently employed?	Yes	4	1	5	0	0	2	12
	No	2	1	7	2	0	1	13
Total		6	2	12	2	0	3	25
What type of institution(s) or practice setting(s) are you employed at? List all that apply.	Acute care setting	1	0	2	0	0	0	3
	Long term care setting	1	0	1	0	0	1	3
	Community/Population health	0	1	0	0	0	0	1
	Home health	0	0	1	0	0	0	1
	School nursing	0	0	1	0	0	0	1
	Outpatient setting	1	0	0	0	0	0	1
	Parish nursing	0	0	0	0	0	0	0
	Other	1	0	0	0	0	1	2
Total		4	1	5	0	0	2	12
Are you currently working:	Full-time	0	1	2	0	0	1	4
	Part-time	2	0	0	0	0	1	3
	Per Diem	2	0	3	0	0	0	5
Total		4	1	5	0	0	2	12
How long after the completion of the RN Refresher did you obtain employment?	During the course or less than one month	1	0	2	0	0	0	3
	1-6 months	3	1	3	0	0	1	8
	7-12 months	0	0	0	0	0	0	0
	Over 1 year	0	0	0	0	0	1	1
Total		4	1	5	0	0	2	12

# NCSBN

- ❖ 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

# CT League for Nursing

2013 Connecticut RN Workforce Survey  
Registered Nurse by Age (n = 1661)



- ❖ 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 ?