

**February Sharing Session**

**Retention Issues**

**February 17, 2022**

Participants: Chuck Betts, Sydney Groesbeck, Ana Sanchez, Cynthia Bienemy, Amanda Brown, Katie Gaul, Martha Grubaugh, Jane Mahowald, Kristina Cloversettle, Saumya Ayyagari, Laura Reichardt, Rebecca Wiseman, Patricia Moulton Burwell

Links and Key Discussion Points:

* North Dakota has done some surveys and focus groups on Intent to Stay

[Nurses’ and nursing students’ intent to state: The impact of quality of life, work environment and work satisfaction](https://pubmed.ncbi.nlm.nih.gov/35913816/)

[Graduating Nursing Student and Practicing Nurse Perceptions on Promoting Recruitment, Work Satisfaction and Intent to Stay: A Qualitative study](https://www.sciencedirect.com/science/article/abs/pii/S2155825620301770)

[ND Center for Nursing Culture of Excellence Designation Program](https://www.ndcenterfornursing.org/workplace-culture/)

* Versant some research on retention as a part of their Residency Program

[Versant Nurse Residency: A Retrospective Review](https://www.researchgate.net/profile/Larissa-Africa/publication/355470923_Versant_Nurse_Residency_A_Retrospective_Review_Nsg_Econ_Sept_Oct_2021/links/61e99f589a753545e2e515fb/Versant-Nurse-Residency-A-Retrospective-Review-Nsg-Econ-Sept-Oct-2021.pdf)

* Hawaii- [2021 Hawaii Nursing Workforce Supply Report](https://www.hawaiicenterfornursing.org/wp-content/uploads/2021/12/Statewide-Report-v.Final_.pdf)- includes job satisfaction and retention, are adding a question about what strategies would help nurses stay at their employer in their upcoming survey
* Louisiana- have surveyed newly graduated Registered Nurses and asked about changing employers and their reasons. [2021 Louisiana Snapshot of Newly Licensed Registered Nurses Survey Results](http://lcn.lsbn.state.la.us/Portals/0/Documents/2021NewLicensedRNsSnapshot.pdf)
* Washington: A study was done by the Nurses Association and the Union showing that 49% of healthcare workers in the state are likely to leave the healthcare profession in the next few years [Link to Article](https://stateofreform.com/featured/2023/02/new-poll-shows-many-washington-healthcare-workers-plan-to-leave-field/)
* American Nurses Foundation: Pulse on the Nation’s Nurses Survey Series: 2022 Workplace Survey: Nurses Not Feeling Heard, Ongoing Staffing and Workplace Issues Contributing to the Unhealthy Work Environment <https://www.nursingworld.org/~4a209f/globalassets/covid19/anf-2022-workforce-written-report-final.pdf>
* Current Priorities of the U.S. Surgeon General- [Workplace Wellbeing](https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html)
* National Academy of Medicine: [National Plan for Health Workforce Well-being](https://nam.edu/initiatives/clinician-resilience-and-well-being/national-plan-for-health-workforce-well-being/)
* The [Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity](https://nap.nationalacademies.org/catalog/25982/the-future-of-nursing-2020-2030-charting-a-path-to)

**Recommendation 3:** By 2021, nursing education programs, employers, nursing leaders, licensing boards, and nursing organizations should initiate the implementation of structures, systems, and evidence-based interventions to promote nurses’ health and well-being, especially as they take on new roles to advance health equity.

* [Oregon RN Well-being Project](https://oregoncenterfornursing.org/rn-well-being-project/)
* [Maryland Resilient Nurses Initiative](https://elm.umaryland.edu/announcements/2022/Maryland-Resilient-Nurses-Initiative-.php)
* [Indiana Center for Nursing 2021 Virtual Resiliency Series](https://ic4n.org/virtual-resiliency-series-information/)
* Workplace Violence in Healthcare Settings <https://www.shepscenter.unc.edu/wp-content/uploads/2022/09/WPVHCWRapidResponse.Formatted.v3.pdf>.