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Description automatically generatedInnovate Staffing Solutions**

**Sharing Session**

**March 17, 2023**

**1:00 – 2:00 PM CST**

Participants: Katherine Lajoie (New Hampshire), Kendra Lindloff (Iowa), Lanelle Weems (Mississippi), LaDonna Patton (Alabama), Marcia Proto (CT), Rayna Letoruenau (FL), Katie Gaul (SC), Cynthia Bienemy (Louisiana), Patricia Moulton Burwell (National Forum)

Links to Interesting Articles:

* Virtual Nursing Article for Discussion: <https://www.healthcareitnews.com/news/how-virtual-nursing-can-help-solve-many-nursing-shortage-woes>
* Nursing Seal Team: <https://www.jeffersonhealth.org/about-us/news/2022/07/nursing-seal-team>
* North Dakota Staffing Policy Brief (Not Funded): <https://www.ndlegis.gov/assembly/67-2021/testimony/SAPPR-2198-20210126-3245-F-MOULTON_PATRICIA.pdf>

**Iowa:** There is a hospital that does the discharge planning with patients.

**Mississippi:** We have a hospital using a virtual nurse for hospital admission and discharge, supplements the in-person nurses on the floor. The nurse comes on the TV to interview them in the room and they are connected with the nurse on the floor. There has been some discussion about how to ask questions about social determinants of health and have added it to the portal for the patients to complete. We have also been looking at a team model with RNs and LPNs and are looking at scope of practice. Need to work on how the staff delegate to LPNs, need to work on team type nursing. Have a shortage of LPNs in Mississippi. Discussed travel nursing yesterday, have some that still are paying over $100/hour for travel nurses and there are some hospitals that are trying to eliminate travel nurses and offering full time contracts and flexible benefit packages (looking at increasing wages by not having health insurance). The facilities on the borders have some staffing pools too. There is a new LPN apprenticeship program at a health care facility. The Governor just signed a $6,000 loan repayment program for nurses that stay in-state and have to have worked for one-year first and in their first job.

**Connecticut:** Remote monitoring using virtual nurses monitoring conditions and supporting discharge. We had a bridge program for LPN to RN working with employers to have employees attend the night program so that they can continue working as an LPN until they complete the program and are hired as an RN. About 70 graduates through the program. A hospital is marketing an LPN program to help build more in the state and a lot of our programs are starting to move to a RN and LPN care team model. There is an LPN to RN apprenticeship program but it is primarily the nurse residency as a part of the RN program and isn’t a true apprenticeship.

**Florida:** So virtual nursing and telehealth and how is going to be changing health care delivery across the United States. Will I be able to order a nurse over amazon to treat my sore throat? Is there a role for nursing workforce centers to ensure quality care. The virtual nursing article makes is sounds like an easy fix- but it isn’t. It is one aspect of the care delivery model. Need more conversation from nursing employers about staffing models- can use other things than 12-hour shifts.

**North Dakota**: One hospital in North Dakota allows each unit to determine their staffing models- one unit does 8 hour shifts, one has 12 hour shifts

**Louisiana**: They are looking at using nurses that are thinking about retirement and are using them in a virtual nursing capacity and for mentoring new nurses. Did some of this during COVID and have had positive outcomes. A school in Louisiana is looking at doing an Apprenticeship program for LPN to RN working with hospitals. Would have a nurse work with another nurse at their hospital for their clinical experiences. The hospital was worried about staffing issues and how to define the role of the nurse- are they working as an LPN or an apprenticeship, how many patients could they have etc? Working on a rural health plan.

**Pennsylvania:** Jefferson Health launched a Nursing Seal Team: <https://www.jeffersonhealth.org/about-us/news/2022/07/nursing-seal-team>

**Alabama:** has an apprenticeship program that was authorized by the legislature in 2021 that allows us to have apprentice LPN and RNs. Have all types of schools participating. The facilities have had a difficulty figuring out how to use them. It is a partnership between the nursing program, the employer and the federal apprenticeship program. Provides students the opportunity to develop professionally. <https://www.abn.alabama.gov/apprentice/>