

Assimilation, Integration and Mentorship for

International Nurses (AIM-IN): A Model

Onboarding Program for Rural Health Organizations

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INTRODUCTION

Recruitment and retention in the nursing organization has become increasingly challenging particularly in rural health care setting. Historically, recruitment of internationally educated nurses (IENs) buffers staffing needs in many healthcare organization (Shaffer, 2022). IENs have unique onboarding needs that impact the success of their transition process. Nurse leaders, diversity leaders are uniquely positioned to engage in partnership to improve recruitment and retention strategies.

OUTCOME

AIM-IN Program has converted eight international nurses to permanent staffing; 14 on-track to completion of contract. There were 6 nurses who opted out.

AIM-IN SALIENT POINTS

Pre-Onboarding: Offshore licensing guide, Relocation assistance (housing, driving, anking), Pre-arrival cultural sensitivity training, Ambassador match.

Onboarding: Benefits education (insurance and 401 contributions), Professional advancements and scholarship (certifications, MSN/DNP), Buddy system, Shared governance, ERG connection, Work-Life balance.

Post Conversion: Career ladder, Professional pivots, Citizenship conversion assistance.

CONCLUSION

While the project is ongoing, the AIM-IN Model reduced IENs feeling of isolation, increased engagement and improved sense of belonging all contributing to the organizational retention rate. A robust and well-resourced international employee assistance program and wellness initiatives are drivers of staff's intention to stay.

IMPLICATION

IENs lived experience facilitates successful onboarding program. Collaboration between nurse leaders and workforce development officers promote and sustain recruitment and retention of a diverse workforce. Diverse workforce leads to practice improvement and innovation.

PICOT QUESTION

What is the retention rate success of international nurses who completed AIM-IN program as opposed to those who did not within three years of integration process?

“Retention starts at recruitment.”

Connelly, 2020

METHODOLOGY

The Office of Nursing Support (ONS) and the CORE Educators joined forces to address the issues in converting international contracted nurses to permanent staffing positions. The team conducted focus groups, surveys, and leadership and educational retreats to combat the high turnover rate. The priority programs include immigration assistance, employee resource group link, professional development mentorship and shared governance.



Figure 2. IEN Retention Tracking 2019-2023

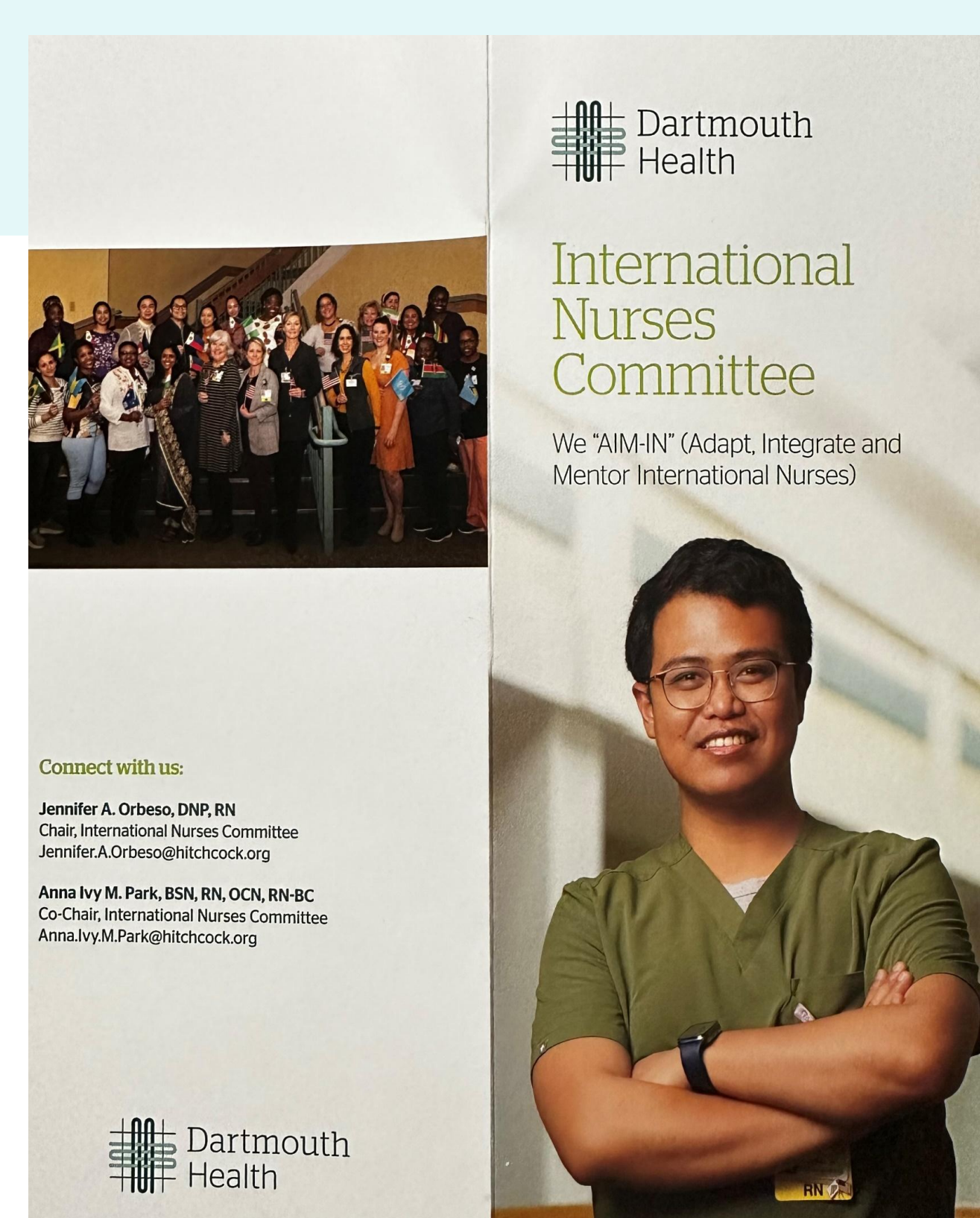


Figure 1: Program selling point. Shared Governance: International Nurses Council

diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

“AIM-IN: Assimilation and Integration Model for International Nurses”

Jennifer Orbeso, DNP, MAN, RN

Biography

Jennifer Orbeso, DNP, MAN, RN is the current nursing diversity and inclusion specialist at Dartmouth Health, Lebanon, New Hampshire. She is zealous in advancing health equity, cultural competence and exceptional clinical care through human(e) model. Jen has recently been recognized by the Dartmouth Health AAPI Group as this years Impact Award- Change Maker Category. She is an award recipient of the 2021 New Hampshire Nurse Excellence Award in Pediatric Nursing and the Philippine Nurses Association of America National Nurse Excellence in Clinical Nursing. She is the first to hold office in nursing support focusing on diversity and inclusion. Her mission in the Office of Nursing Support is to set the strategic direction of advancing equity and inclusion goals and build a more inclusive culture across the organization.

She is also chair of the International Nurses Committee at Dartmouth Health and was instrumental in securing Global Nurse Scholarship at Dartmouth Health and Medical Clinics. She is also a member of the New Hampshire Nursing Association –Clinical Practice Committee. Dr. Orbeso is the inaugural Executive Secretary of the Society of Internationally Educated Nurses in North America (SIENNA), a leadership mentor, committed to elevating nurses of color and empowering them to thrive as they lead.

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