

# Improving Nursing Education to Address the Growing Shift to Ambulatory Care

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## Background

Acute care settings



Ambulatory care



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## Background Cont'd



### RN Shortfall

WA State has a nursing (RN) shortfall in AC; expected to grow in rural & medically underserved regions.



### Chronic Disease

Chronic disease rates increasing along with aging of the population.



### Poor Alignment

Lack of alignment between BSN curriculum, RN training programs, and ambulatory care practice.



### CE Barriers

Experienced RNs wishing to transition to AC face barriers to accessing continuing education.

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## Enhancing an Ambulatory Care Nursing Workforce in WA State

- > U.S. Department of Health Services (DHHS) Health Resources and Services Administration (HRSA) grant: *Nurse Education, Practice, Quality, and Retention (NEPQR)*
- > Academic-practice partnership between UW School of Nursing, Kaiser Permanente, Washington & Western Washington Area Health Education Center (AHEC)



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## Overall Grant Purpose

**Recruit & train nursing students & current RNs to practice at the full scope of their license in community-based ambulatory care teams**

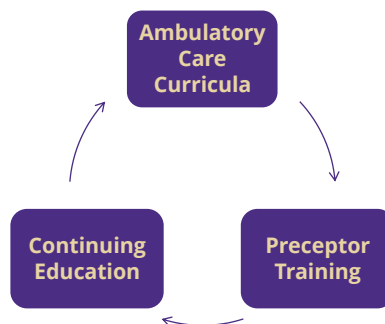
Targeting ambulatory care clinics serving regions designated as rural, medically underserved, and/or health professional shortage area



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## Curricular Goals

1. Improve & develop ambulatory care education & training for undergraduate nursing students
2. Build capacity in RN preceptors within ambulatory care settings



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## Methods



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## Courses



### > **NURS 452: Care Coordination Management**

- Exploration of role, skills and competencies related to care coordination and transition management across the care continuum

### > **NCLIN 422: Ambulatory Care Clinical Practicum**

- Application of ambulatory care nursing skills

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## **Simulation Activities**

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- > **Annual Wellness Visit**
- > **EHR Inbox Management**
- > **Telephone Triage**
- > **Pediatric Asthma Management**
- > **Psychological First Aid**

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## **Preceptor Training**

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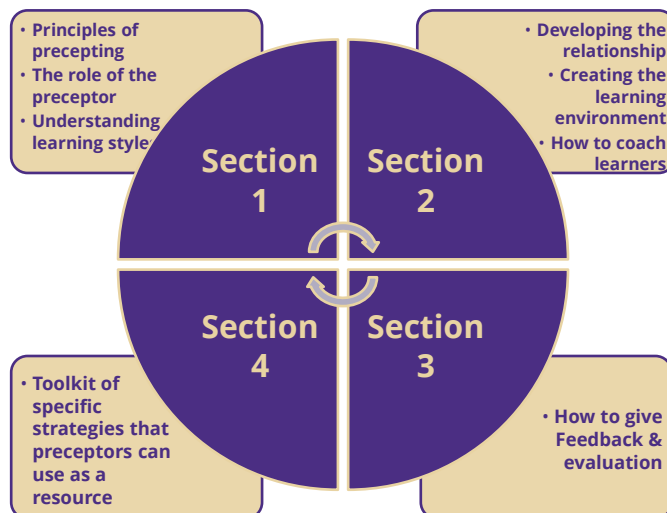


- > **4-part strategies for preceptors training**
- > **Guided by adult learning principles**
- > **Experiential & interactive**
- > **Team-based care enhancements**

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## Preceptor Training



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## Online Content Modules



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## Evaluation/Measures

| Target                        | Domain                  | Measure   | Data Collection              |
|-------------------------------|-------------------------|---|------------------------------|
| Pre-licensure nursing student | Knowledge               | Course reflections  | Post didactic course         |
|                               | Confidence              | Self-Efficacy and Performance in Self-Management Support (SEPPS)<br>36-item, Likert scale | Pre/post clinical experience |
|                               | Skills                  | Modified Skill Tracking Form  | During clinical experience   |
| Practicing RN                 | Confidence & Competence | Modified SPNS Program Cooperative Agreement evaluation Tool<br>5-item, Likert scale       | Pre/post training            |

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## Results



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## Pre-licensure: Knowledge

- > Knowledge of Care Coordination & Transition Management (N=64)

| Nurse as Facilitator of Relationships   | Nurse as Educator   | Nurse as Advocate  |
|---|---|--|
|    |              |      |
| Promoting teamwork & communication; connecting to PCP; involving family/care-givers | Providing medication reconciliation & education; educating patient & family; using teach-back | Recognizing barriers to care; promoting safety; timely follow-up; RN role in discharge |

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## Pre-licensure: Competency/Confidence

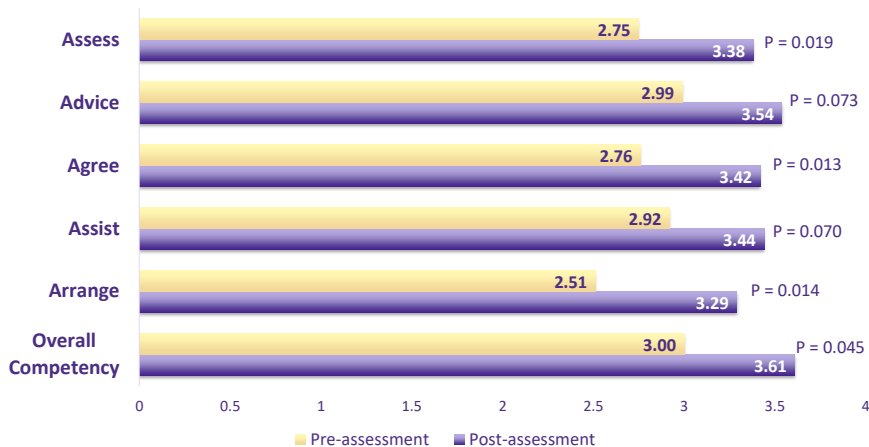
| Cohort                           | Self-Efficacy (SE) |      | Actual Performance (AP) |      | P-Value |         |
|----------------------------------|--------------------|------|-------------------------|------|---------|---------|
|                                  | Pre                | Post | Pre                     | Post | SE      | AP      |
| Spring 2020 (n=39)               | 3.41               | 3.59 | 3.03                    | 3.42 | 0.06    | 0.001   |
| Summer 2020 (SE n=40; AP n = 33) | 2.92               | 3.62 | 2.71                    | 3.28 | < 0.001 | < 0.001 |
| Spring 2021 (n=5)                | 2.80               | 3.67 | 2.57                    | 3.50 | 0.030   | 0.046   |
| Summer 2021 (SE n=48; AP n=45)   | 2.86               | 3.55 | 2.65                    | 3.27 | < 0.001 | < 0.001 |

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## Pre-licensure: Competency/Confidence

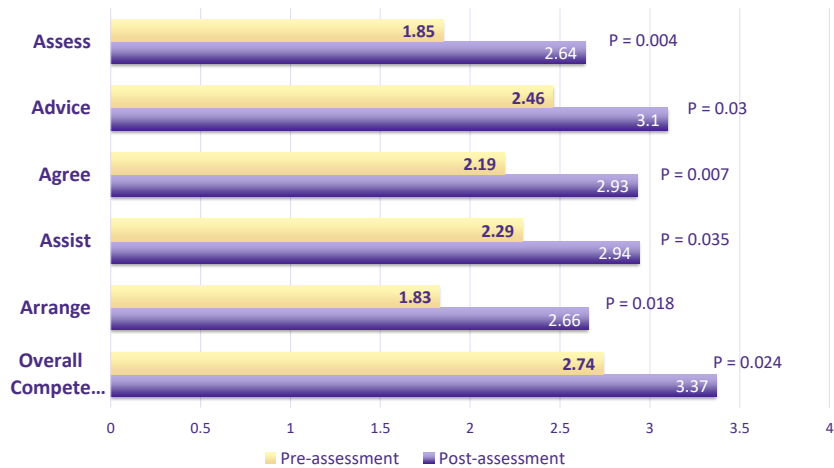
### All Cohorts Pre/Post SE



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## Pre-licensure: Competency/Confidence

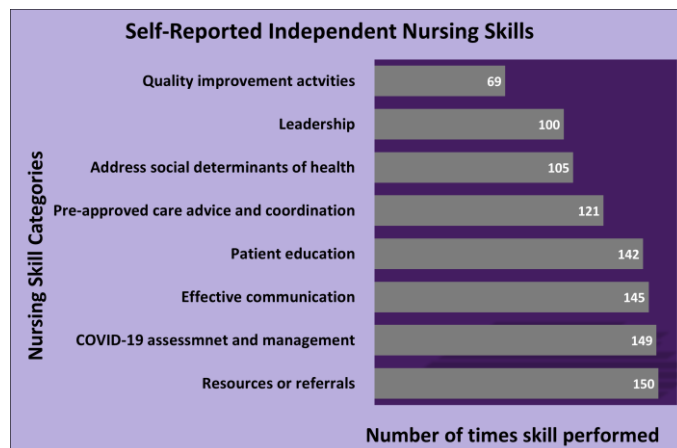
### All Cohorts Pre/Post AP



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## Pre-licensure: skills

> Self-reported independence with nursing skills



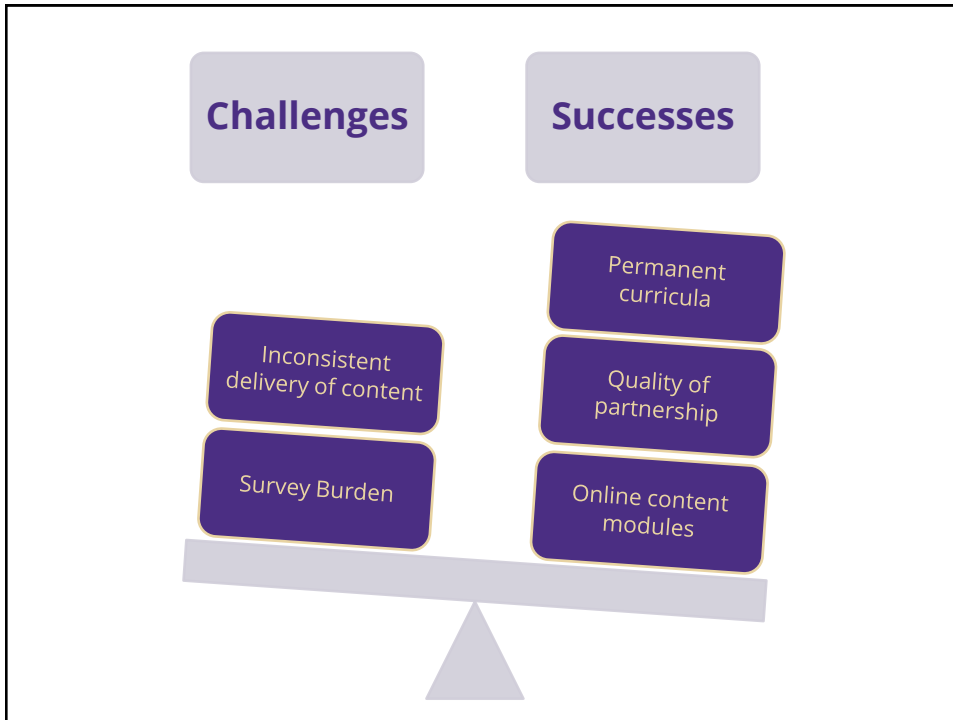
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## Preceptors: Competency/Confidence

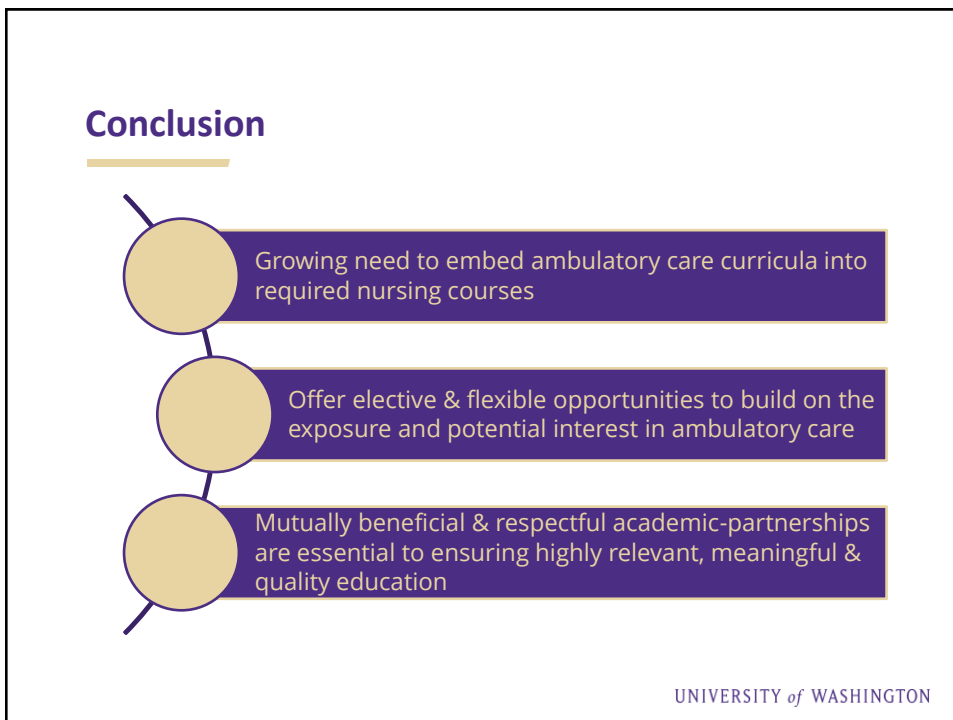
> SPNS Training Evaluation (N=34)

| Domains               | Mean (SD)   |             | P-value |
|-----------------------|-------------|-------------|---------|
|                       | Pre         | Post        |         |
| Actualize content     | 3.44 (1.02) | 4.53 (0.66) | < 0.001 |
| Manage learners       | 3.47 (0.93) | 4.56 (0.66) | < 0.001 |
| Comfort               | 3.5 (1.02)  | 4.53 (0.61) | < 0.001 |
| Knowledge             | 3.38 (0.99) | 4.71 (0.58) | < 0.001 |
| Educate/Mentor others | 3.53 (0.93) | 4.62 (0.65) | < 0.001 |

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## Q&A

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