

Reducing Nursing Vacancies at Humber River Hospital through the use of the Student Model



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Lessons Learned

Utilizing the student model allowed students to grow internally and gain familiarity with their work environment, promoting their likeliness to join HRH.

Description

Humber River Hospital (HRH) continues to be significantly impacted by the COVID-19 pandemic. Existing nursing shortages have been exacerbated and nursing student placements opportunities in Ontario had been reduced. As a retention strategy, HRH augmented their existing student placement process and implemented the Student Model by introducing the Graduate Nursing Extern (GNE) Program. The GNE program creates unique opportunities for new graduates. Through this program, the organization was able to retain pre-graduate students and integrate them into human resource planning as they transitioned into practice. This program displayed the most success in specialty areas, such as the Intensive Care Unit (ICU) and Emergency Department (ED).

Actions Taken

The Student Model is a continuous cycle of learning and growing health human resource capacity. Steps to the model include:

- Accepting students for clinical placements.
- Hiring students into extern roles and graduate extern.
- Transitioning externs into nursing positions.
- Providing continuous orientation and support throughout.

Summary of Results

HRH has been able to stabilize the nursing workforce using the Student Model. HRH hired 109 GNEs after they completing their final consolidation placement.

In 6 months, HRH has retained 75% of hired GNEs through continuous support and transitioning into nursing positions, over half of which were hired into ICU and ED. Nursing shortages in specialty areas across various healthcare organizations globally may benefit from implementing a Student Model for nursing workforce planning.

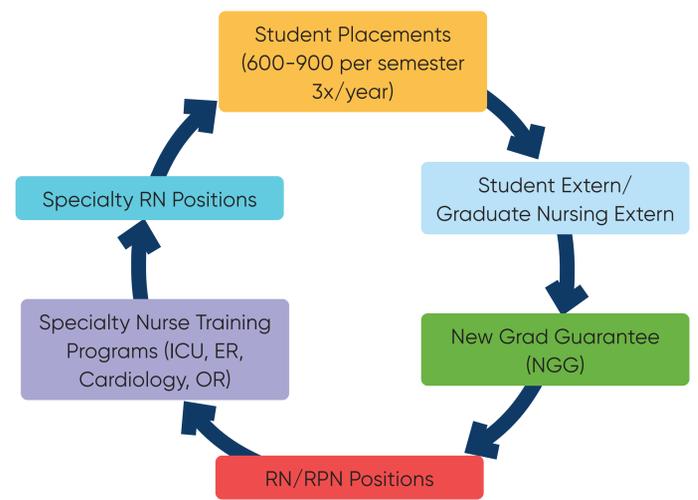


Figure 1. The Student Model followed at HRH helps support human health resources by facilitating growth of students to help support the workforce.

Outcome of First Intake of Graduate Nursing Extern (GNE) Program

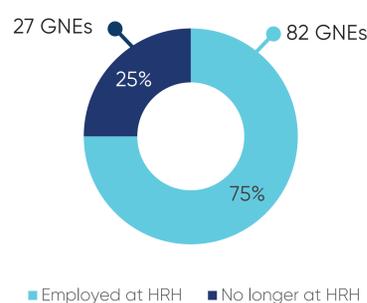


Figure 2. Showcasing the percent distribution of the initial GNE Program intake retention and transitioning to nursing positions.

Number of Graduate Nursing Externs (GNEs) Retained by Department

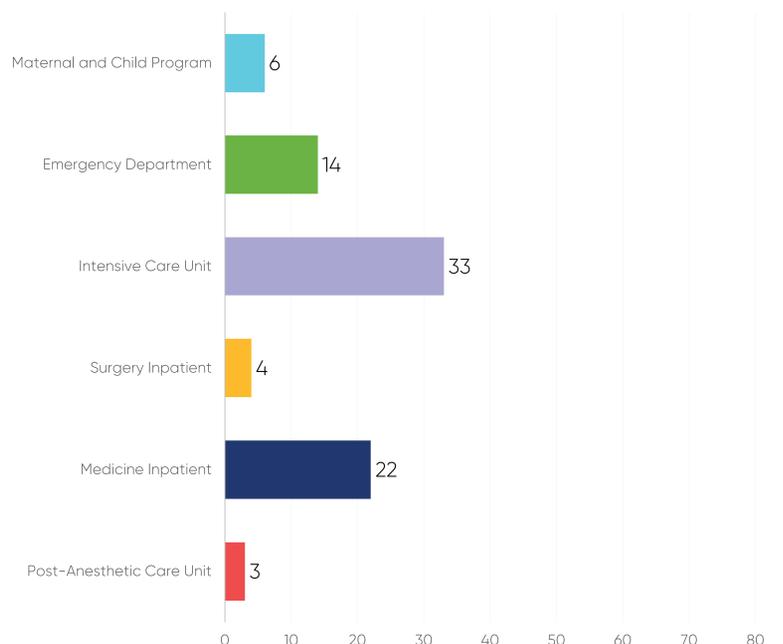


Figure 3. The graph highlights that over 50% of the 82 GNEs retained are supporting specialty clinical areas, such as the Intensive Care Unit and the Emergency Department.