Transition to Practice: Study of Quality and Safety Outcomes

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Director, Regulatory Innovations
May 31, 2012 – 3:00 – 4:30 session
Mission of NCSBN

The National Council of State Boards of Nursing (NCSBN) provides education, service and research through collaborative leadership to promote evidence-based regulatory excellence for patient safety and public protection.
Background…

NCSBN 2002 & 2004 Employer Studies: “Yes definitely” to survey question regarding novice graduates being prepared to provide safe and effective care:

- 45% (2002) & 48.8% (2004)-diploma graduates
- 40% (2002) & 41.9% (2004)- BSN graduates
- 35% (2002) & 41.9% (2004)- ADN graduates
- 30% (2002) & 32.9% (2004)- PN graduates
Background…

Advisory Board Company (2008) Surveyed

- 5,700 frontline nurse leaders
- 400 nursing deans/directors/chairs
Background…

- 90% academic leaders believe their new students are prepared.
- 10% of health system nurse leaders believe new nurses are prepared.
Background…

Research varies on turnover in the first year of practice:

- Kovner (2009) – 26% in two years
- Before economic downturn, as high as 35-60%
- What’s next? (Auerbach, Buerhaus & Staiger, 2011)
The Perfect Storm Brewing…

- Expertise gap (Orsolini-Hain & Malone)
- 10% staff are new graduates
- 50% turnover from 2011-2020 (Dracup & Morriss, 2007)
Lack of Transition Programs Affect Safety and Quality

- Patient safety
- Competency
- Retention
Transition to Practice

ENGAGING • EXPERIENCING • EMPOWERING

National Council of State Boards of Nursing
It Has Been a Collaborative Effort
Visual Model

Transition to Practice Model

Pass NCLEX/RN/LPN

Workforce Orientation

Ongoing Institutional Support

Transition Modules
- Patient Centered Care
- Communication and Teamwork
- Evidence-Based Practice
- Quality Improvement
- Informatics

FERRET SPOOF

REGULATION
License Renewal

EDUCATION

PRACTICE
Modules

SIX MODULES FOR THE PILOT PROGRAM

- Preceptor training
- Patient-centered care
- Communication and teamwork
- Evidence-based practice
- Quality improvement
- Informatics

NCSBN
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Transition to Practice Study
Website & Modules
Swiss Cheese Model

The Swiss cheese model illustrates how the analysis of errors made in health care usually reveals multiple, smaller failures leading up to the actual error in question. Each slice of cheese represents a precaution, or barrier, set up to prevent the error from occurring. If the error were a wrong-site surgery, for example, the slices of cheese would include the protocol for signing off on the correct site, the physician reviewing the medical record and the nurse verifying the site. Of course, there are more layers that exist. The point, however, is that no single barrier is foolproof. Each piece of cheese (barrier) has holes, and when these holes line up, an error occurs.

1. Failure: Two patients with similar names are admitted
2. Failure: The patients are placed in rooms next to each other
3. Failure: Drug orders are left at the nursing station by the doctor who is seeing both patients
4. Error: The patients are both discharged in the lunch hour and their medical orders are mixed up

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Transition to Practice Study

Longitudinal, randomized, multi-site study comparing patient outcomes in organizations that use our transition model versus those that use their traditional method.
1. Jane Barnsteiner, PhD, RN, FAAN – University of Pennsylvania
2. Mary Blegen, PhD, RN, FAAN – UCSF
3. Mary Lynn, PhD, RN – University of North Carolina, Chapel Hill
4. Elizabeth Ulrich, EdD, RN, FACHE, FAAN – Vice President, Hospital Services, CAE Healthcare
5. Louis Fogg, PhD – Rush College of Nursing
6. Tricia Johnson, PhD – Rush College of Health Systems
Unique Study of Transition

1. Actual patient outcomes

2. Non-hospital sites included

3. Randomization to intervention or control group
Phase I

- Internal Validity
- RNs only
- Hospitals: rural, suburban, urban, consortia
- New grads enrolled – 1391
- Preceptors enrolled – 2204
Phase II

- External validity
- RNs and LPNs
- Long-term care, home health, public health, and ambulatory care
- New grads enrolled since April 1, 2012: 4
- Preceptors enrolled since March 1, 2012: 33
Survey Measurement Tools – Both Phases

New Nurse and Preceptor Surveys

- Demographics
- Competency – NEC & QSEN
- Study: Evaluation of Modules
New Nurse Surveys

- Knowledge assessment (pre- and post-)
- Satisfaction – Modified Brayfield & Rothe
- Practice issues - NCSBN
Preceptor Survey

360 degree – National Institute of Health and North Carolina Foundation for Nursing Excellence
Site Coordinator Surveys

- Demographics
- Patient satisfaction
- Staffing/turnover
- Nurse sensitive patient outcomes
Meet the TTP State Coordinators

Happy New Year! 2012 is an exciting year for the Transition to Practice study. As Phase I progresses with the study of registered nurses (RNs) in hospital settings, Phase II will initiate the investigation of LPNs and licensed practical/nursing assistants (LPN/LAs) in nonhospital facilities. These nonhospital facilities (e.g., long-term care, public health, ambulatory care and home health) will officially begin on April 1, 2012. The diversity in site and license will add depth and perspective to the design and feasibility of a standardized transition program in many health-care environments.

Our state coordinators, Debbie Baker, Ph.D., RN, Nevada state coordinator, and Joan Zamaahly, Ph.D., RN, ONC, RN, Ohio state coordinator, are an integral part of the study. One of the high volumes of study sites is Ohio. Lea Youmans, Ph.D., has also joined our team in the Ohio research assistant. In addition to managing the major processes and minor details of the study, the state coordinators are instrumental in recruiting sites for Phase II. We look forward to their continued success in ensuring that the study runs smoothly and efficiently.

TTP Pins Have Arrived!

We are pleased to announce that TTP will be releasing a Transition to Practice pin to all site coordinators, and any manager, preceptor, and nurse mentored between June 1 and Sept. 30, 2011. Designed by NCSBN's Marketing & Communications department, this pin symbolizes the hospital's commitment to transition research.

To learn more about Transition to Practice, visit our website or contact us at info@transitiontopractice.org.

We are PROUDLY PARTICIPATING IN NCSBN’s NATIONAL STUDY

This is the only study of its kind that includes a control group and measures data on patient outcomes, as well as nursing turnover. It is nationwide, representing many sites across the United States and is expected to inform the transition of nurses.

There is a very high degree of turnover among new graduates. Transition from nursing student to nurse out of school to professional nurse-practitioner in non-acute care settings can be challenging. The Transition to Practice Study is measuring a model that supports newly graduated nurses by organizing and overseeing aspects of their on-boarding experience into a culture of quality and safety.

Nursing knowledge is like a treasure locked in a box with practice as the key to unlocking it. Providing new nurses with encouragement, guidance, and support during this transitional period helps create a patient-centered care environment.

— Lea Youmans