Best Fit for Nurse Advancement
Program Development & Evaluation

Aurora Health Care

Now part of ADVOCATE HEALTH

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Background

- Nurses report professional development as fundamental to the profession of nursing (Mlambo et al., 2021)
- Supporting nurses with development and career advancement has been shown to aid in retention (Williamson et al., 2022)
- 2021 Future of Work in Nursing Survey identified strategies including:
  - Strengthen talent pipelines and build skills for the future
  - Adapt to shifting demand for skills
  - Bolster recruiting pipeline for clinical roles with new partners
    (Berlin et al., 2021)
The Best Fit for Nurse Advancement program provides the opportunity for current experienced nurses to explore advanced nursing practice, alternative specialty, and/or leadership roles to facilitate advancement and retention of experienced nurses.

Special thanks to Jere McGaffey for funding this program to advance special opportunities for nurse advancement at ASLMC.
Program Overview
Best Fit for Nurse Advancement

- Presentation
- Self Assessment
- Self-Reflection/Role Direction
- Nursing Professional Panel
- Strategic Planning
- Graduate Education Panel
- Shadow Experience
- Individual Professional Development
Self-Assessment Session

Overview of Program
Baseline surveys:
• Strength finder
• Casey fink
• Leadership
• Emotional intelligence
• Communication style
• 16 Personality test
• Discussion of results
Strategic Planning

Nursing strategic plan development
- Leadership process
- Opportunities for Involvement

Strategic Plan Components
- Role Identification
- Metrics & Measures of Success
- Organizational priorities

Goals & alignment
- Cascade of goals based on role
- Collaboration and synergy
Shadow Experience

Nurse identifies two areas of interest

Two shadow experiences
Graduate Education

- School information sessions
- Strategies for success
- Medical library resources
- Education assistance
- Student Panel
Individual Professional Development

- Resume Building
- Interviewing Skills
- Mock Interviews
- Social Media
- Portfolio
Self-Reflection

1:1 with the coordinator

Self-reflection

Plan for the future
Presentation

Casey Fink

Program Evaluation
Participant Demographics
Demographics

3 Cohorts completed (n=23)

- 74% of participants from inpatient work settings
- Majority female
- 91% working full time in nursing
Program Outcomes
Retention

96% Retention to date
New Role Acquisition since Program Completion

- **Shared Governance**: 9 (39%)
- **New Leader Role**: 10 (44%)
- **No Change**: 4 (17%)
End of Program Goals
References


Questions