21st century nurse recruitment

Strategic objective #1: Ensure access to quality care

- Stabilize nursing
- Improve physician retention and engagement
- Improve the health of the community
What is the impact of nursing in-flux?

Lack of nursing stabilization results in:

- Unnecessary transfers
- Diversions
- Inconsistency in nursing practice
- Cost to the organization
- Unsatisfied physicians
- Increased cost of care
- Inability to move on to other issues
- Decreased morale
- Disengaged employees

Nursing stabilization

- Partnered with local community college to increase number of slots in the nursing program
- Decision to recruit our own foreign nurses
- Targeted effort to offer incentives to advance existing employees into the nursing profession
- Housing stabilization- community involvement and housing assistance opportunities
- Create a culture of quality and safety. You are a part of the team.

Nurse recruitment options
Traditional nurse recruitment

- Standard job fairs
- Advertisements and publications
- Promote educational and career development (preceptorships and internships)
- General word of mouth / employee referral program
- Competitive salary and benefits package

Exploration of international nursing

Utilization of nurse staffing companies that recruit international registered nurses

- BSN prepared and passed NCLEX registered nurses
- These companies provide combination of clinical and cultural transitions training
- The good companies provide ongoing support to ensure successful placement
- On-going clinical and cultural support/partnership with health system and the staffing company

Individual sponsorship

Immigration services
Individual sponsorship of nurses
Ethan “K” Suh

Partnerships for visa processing

Human resource team
Ethan Suh
Legal representative that represents the health system
U.S. Department of Labor
U.S. Citizenship and Immigration Services
Nurse manager and leaders
Great Plains Health Nurses

RN workforce
- 330 RNs currently
- 61 through international companies
- 14 in-house sponsored nurses / with 35+ in process

RN openings
- Upwards of 30 RN positions still available at GPHealth

One great meeting!
Culture club-for all nursing staff especially international workforce
- A time dedicated for our nurses to discuss adjustment to our health system and community
- Topics such as:
  - Great Plains Health opportunities
  - community safety and involvement
  - educational opportunities
  - teaching of other’s cultures to our staff
• 75 foreign nurses practicing in North Platte
• Three employees have taken advantage of the housing down-payment offer
• Reduction in cost of agency staff for nursing and use of locum providers
• National average turnover rate for nursing is 17% to 19%; Great Plains Health turnover rate is 14%
• Physician engagement is at the 96th percentile nationally, the highest our survey administrator has seen

• Total cost per adjusted discharge relative to labor has declined
• Patient satisfaction scores are moving up
• No HAC penalties are being experienced for 2019
• Patient harm has been reduced by 60%
• Named, for the third year in a row, to the Becker’s list of 150 Top Places to Work in Healthcare

Questions?