

Nursing Pipeline Development: Internships, Cross-training, and New Graduates

Darcy Donnelly, Director – Nursing
Aspirus Keweenaw Hospital

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Passion for excellence. Compassion for people.



Aspirus Keweenaw Hospital

205 Osceola Street; Laurium, MI 49913



- Northern-most hospital in Michigan
 - 4.5 hrs to Mackinac Bridge,
 - 8-9 hrs to Lansing/Grand Rapids/Detroit
 - 3.5 hrs to Green Bay, WI
- 25-bed critical access hospital providing ED, ICU, OB, MS, Surgery and Swing Bed services
- Recreational destination for snowmobilers, ATV, extreme backwoods skiing, hiking, fishing, and camping.
- Two local universities with ADN and BSN programs

Pre-Pandemic → Pandemic → Post-Pandemic

Primary Nursing
Double-occupancy
beds on MS



Primary Nursing
+ CNA 24/7, floats
the house



Team Nursing
Nurse Intern
Nurse Tech
LPN
CNA



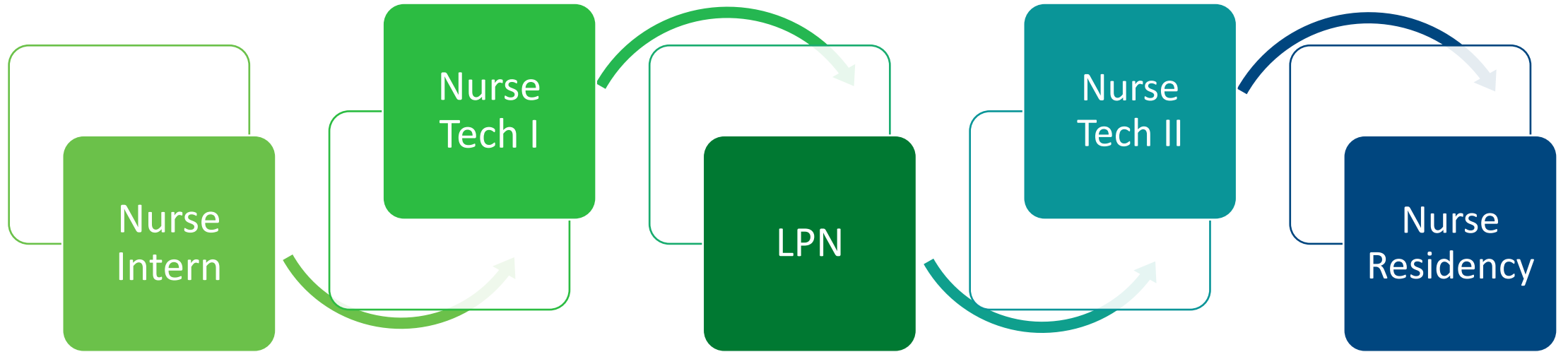
What population can we capture?

Nursing Students → Student Nurse Interns

- Enhance clinical skills and critical thinking to fill in gap from novice to experienced nurse
 - *Significant gap seen in Spring of 2020 with cancellation of clinical rotations*
- Direct pipeline for future RNs
- Potential short-term conversion to Nursing employees prior to graduation to support RN staff – *modern day Graduate Nurses*



Workforce Development



NEW Job Aids and Guides

Nursing Workforce Pathway

Position Title	Student Nurse	Nurse Tech 1 <i>Temporary intern</i>	Nurse Tech 1 <i>Permanent</i>	LPN	Nurse Tech 2	Registered Nurse
	In School	In School After 2 nd semester ADN After 3 rd year BSN	In School After 2 nd semester ADN After 3 rd year BSN	In School		

Nurse Intern Program Guidelines

Program Objectives

- Interns expect to work 1:1 with an experienced nurse
- Offering opportunity to:
 - Enhance nursing skills
 - Increase understanding of nursing processes
 - Build critical thinking skills
 - Shadow into various nursing settings to participate in multiple experiences

Cohort Schedule

- Three cohorts start throughout the year in June, August, and December annually
- 10-week program, offering flexible scheduling around student school schedules
- Hired into a Nurse Tech 1 position with an occasional status, temporary position
 - Interns are recommended to work up to a .8-.9 FTE based on dept need and availability
 - At minimum, the recommended number of hours worked in a pay period is 8

Reviews position details and HR processes

Coming Soon!
Nurse Manager How To Document

Program Guidelines



Nurse Residency

Learning Approach



e-Learning

HealthStream Modules

Case Studies

Activities to apply clinical knowledge and policy to scenarios



Virtual Classroom

Create a forum for reflection, storytelling, and goal setting



In-person Learning Event

Hands-on skills, small groups

Facilitator guides for replicating learning events



Critical Care Residency

Learning Approach



e-Learning

HealthStream
Modules

30 nurses enrolled

Challenging but
comprehensible

Able to incorporate
100% of content into
practice



Live Classroom

5 classes, 6 hours each

Critical thinking and decision
making

Summarizes knowledge from
eLearning and orientation

Skills practice

Simulations & debriefings

Challenges and Lessons Learned

- Upskilling during the pandemic created capacity for multiple care team roles
- Cultural acceptance of flexible roles and teams difficult to maintain
- Frequent re-evaluation needed
- Shifting to a recruitment mindset challenged staff and leaders
- Rely on trusted practices (Leader Rounding, safety huddle, etc.)
- Engage the team in continuous change