

R3 Renewal, Resilience and Retention for Nursing Practice Starts in Nursing Education

C. Rushton, V. Hughes, K. Hudson, R. D'Aoust, S. Swoboda, E. Wright, N. Reller
Johns Hopkins University School of Nursing



RESILIENT NURSES INITIATIVE
• MARYLAND •

Background

Burnout due to workload and work-life imbalance is reducing nursing capacity in Maryland and nationally. Faculty and staff burnout rate is 40% and new graduate nurse turnover rate is 19%. The force behind this erosion of nursing capacity is burnout-related attrition and jeopardizes healthcare and our profession. Few initiatives have targeted the other side of the equation -- the many nurses who leave the profession prematurely. Unless we staunch this outflow, efforts to add to the supply of new nurses will face an uphill battle, leaving the overall problem unresolved. R3 is an educational initiative to build nurses' resilience and increase their well-being that will help sustain the workforce and bridge the gap between education and practice.

Objectives

1. Summarize the results of the R³ needs assessment
2. Describe the R³ model for nursing education to integrate Renewal, Resilience and Retention for Nursing Practice into prelicensure and nurse residency programs
3. Discuss the learning modalities and results of the R³ Foundational workshop.

Needs assessment

- Faculty minimally incorporate resilience training
 - Commonly seen in professionalism, foundations courses and clinical settings
 - Barriers include
 - Lack of skills knowledge
 - Need for resources such as time in curriculum,
- Faculty moderately incorporate ethics training
 - Seen in professionalism and foundations courses
 - Primarily lecture based
 - Barriers include
 - Time not allotted in curriculum
- Faculty would like to be trained to incorporate these skills.

Ethical and Healthy Workplace



Learning modalities

- **Immersion workshop: Foundations**
- The premise of the immersion workshop is in order to authentically teach content related to resilience, integrity and well-being, faculty must model and practice the tools and skills themselves while bolstering their own resilience and integrity
- The content of the Foundational workshop focused on key areas of resilience, values and integrity delivered within a hybrid virtual and on-line curriculum, along with peer to peer partner sessions, zoom sessions and technology enabled mindfulness practices practices to reinforce content and deepen integrity.

Results

- 52 R³ Champions from 8 diverse Maryland Schools of Nursing participated in the first workshop
- The majority of participants endorsed the content and format of the workshop.
- Over the next 4 months they met with their Communities of Practice to reinforce content and share successes.

Conclusions

Nursing faculty benefit from targeted interventions to build person resilience and integrity to strengthen the delivery of this content in prelicensure nursing programs. This innovative approach offers promising directions for nursing education.

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