



Career Development Programs for Maryland's Nursing Workforce: The SPAN Program and GuIDE to Degree Program Partnership

Sarah Firestone, MSW

SPAN Program Manager, Johns Hopkins School of Nursing

Laura A. Taylor, PhD, ANEF, FAAN

GuIDE to Degree Program



Disclaimer

The views expressed in the presentation are those of the authors and do not necessarily reflect the official policy or position of the Uniformed Services University, the Department of Defense, or the United States Government



Background

- Maryland's nursing workforce in High Need:
 - Nurse faculty and educators¹
 - Primary care nurse practitioners²
- Nurse Support Program II funded program
 - aims to ensure Maryland's nursing workforce practicing at highest educational & training level to comprehensively care for its citizens.



Supporting Professional Advancement in Nursing

- The SPAN Program:
 - Seamless academic progression to doctoral or masters specialty degree
 - Transition new graduate nurses into the workplace and keep them there!!
 - Support new graduate nurses as they pursue their advanced graduate studies so they have all the tools to succeed.

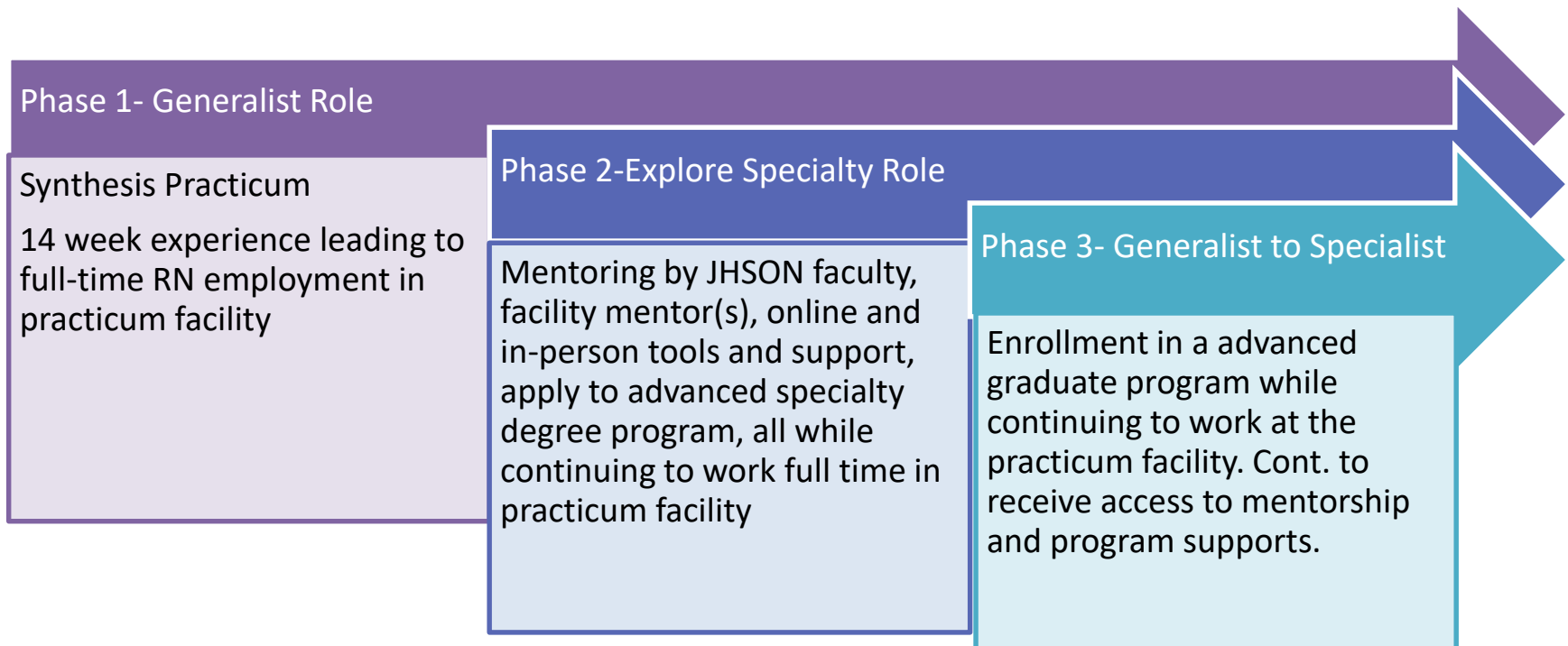




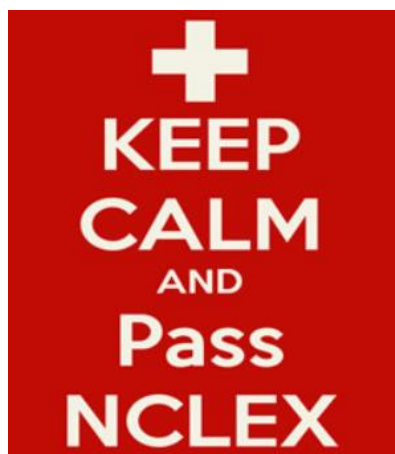
- **Funded 5 yrs - July 1, 2015-June 30, 2020.**
- **Currently PY 4**
- **Participants move through Program in approx. 4 years**
- **Five Partners**
 - Johns Hopkins Hospital
 - Johns Hopkins Bayview Medical Center
 - The Baltimore VA Medical Center
 - Sibley Memorial Hospital
 - Mt. Washington Pediatric Hospital



Three Phases of SPAN Program



Supporting the New Graduate Nurse



Push
Notifications

PATH and Balance
Modules



Mentorship,
Faculty and
Hospital

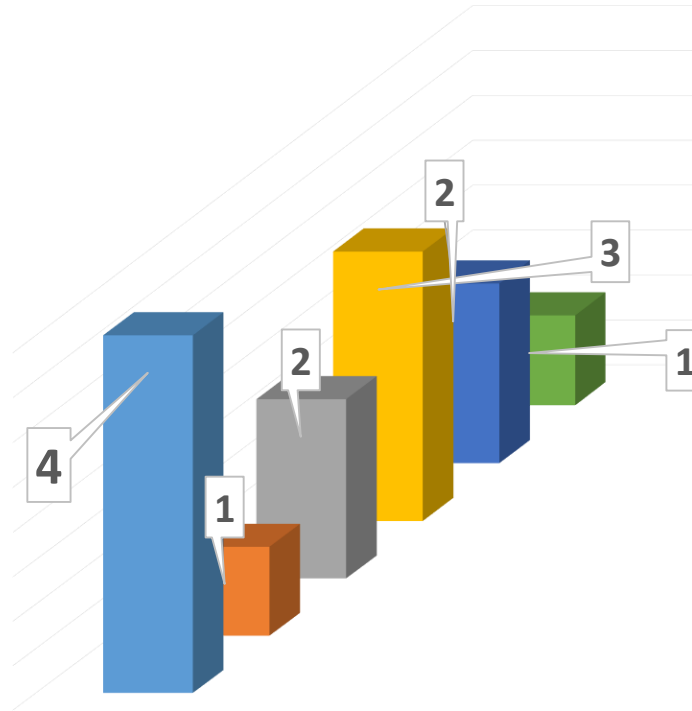


Participant Snap Shot

- JHSON Pre-licensure students, final semester
- High performing
- Committed
 - 1) return to grad. school 12-18 mo.
 - 2) their employer and program for min. of 3 years.
- 7 cohorts since Summer 2016
- 48 participants (20 are graduating in 2019)
- 13 currently enrolled in advanced degree program

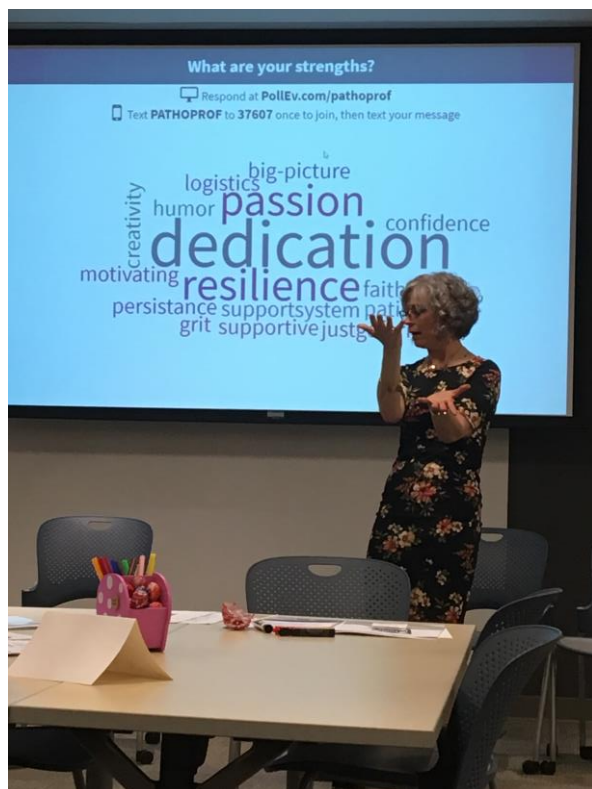
Advanced Degree Program Enrollment

- Cohort 1
- Cohort 2
- Cohort 3
- Cohort 4
- Cohort 5
- Cohort 6



GuIDE to Degree Program

The GuIDE to DegreeSM program fosters and supports nursing students toward successful admission into graduate/doctoral programs





SPAN/GuIDE Program Partnership

- SPAN/GuIDE to Degree Partnership
 - One-day interactive workshop & yearlong mentoring
- Mitigating barriers, expanding facilitators toward achieving professional goals aligning w/ career trajectories
- Dovetails SPAN Program components
 - mentoring, building toolbox,
 - rapid pursuit of advanced degree

SPAN/GulDE Program Partnership

- 25 SPAN participants have attended the GulDE workshop (March 2018/April 2019)
- Post workshop satisfaction surveys
 - high level of satisfaction at 1 week, 3 month and 6-month intervals
 - *This workshop was helpful in guiding my program search, helping me know what to focus on while preparing my application, and helped me form a realistic timeline. I was also able to do some networking, which has been very useful*
- 6 of 11 GulDE Fellows used the resume and career coaching components offered by the GulDE Facilitator.
- 100% (n=3) of Fellows applied & have been accepted into program of choice, starting program in 2019.



What Participants Are Saying

- *...you all truly care about our future success through reaching out and checking in on us. I truly appreciate this aspect of the program because it shows me that you all are still available and invested in our future as advanced practice nurses. From the modules, to a mentor and even the regular text messages with tips and check-ins is much appreciated and valued.*
- *What was most valuable to me was how the program coordinated parts of the onboarding process with my manager and helped start the conversation regarding me continuing my education while working. I also loved that the program provided me with a NCLEX course to prepare for the exam. I feel supported and always know I can reach out to my mentor whenever I need anything!*
- *SPAN has been there for me as I transitioned from nursing student to labor and delivery nurse to Nurse-Midwifery/Women's Health Nurse Practitioner student. The SPAN program has gifted me with the structure and mentorship to make this transition feel natural. I think the program has made it possible for me to be successful in pursuing my career goals. The program has given me the support I needed to pursue my career goals with confidence. SPAN is the program that grows with you and is always there to support and guide you.*
- *One of the biggest benefits that I have gained as a participant of the SPAN program is that the often overwhelming inquiry into choosing the most appropriate advanced practice program is broken down into manageable pieces that are easier to tackle. Most notably, the GuIDE workshop did a good job of providing relevant information and support regarding the doctoral application process, funding opportunities, and ways to strengthen a prospective student's application.*



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