



**Utah Action Coalition for Health
State Implementation Program
Grant Proposal**

RWJF NOTE: Action Coalitions seeking continuation funding may choose to continue work on their previously identified recommendation and add an additional second recommendation for focus.

IOM Recommendation 3: Implement nurse residency or transition to practice programs.

1. Expand and Enhance RN Residency Network in Utah

- a. Increase number of participating hospitals beyond original pilot hospitals
- b. Increase number and diversity of RN Residents that have completed 12-month RN Residency program
- c. Enhanced leadership development opportunities within RN Residency program
- d. Strengthen Residency curriculum in areas of cultural competency and diversity
- e. Strengthen Residency curriculum in area of evidenced-based practice improvement
- f. Disseminate findings and ensure sustainability of all RN Residency programs

2. Design and pilot an APRN Residency/Fellowship Program in Utah

- a. Research and identify existing APRN Fellowship programs across country
- b. Convene interested stakeholders in creating standardized APRN Fellowship
- c. Design 12 month fellowship program curriculum for new APRN graduates in Utah
- d. Incorporate leadership and diversity training into curriculum
- e. Design 12 month fellowship mentorship model for new APRN graduates in Utah
- f. Pilot APRN Fellowships at Intermountain, University Hospitals and Clinics and/or Federally Qualified Health Centers (FQHCs) in Utah
- g. Implement pilot in at least one site and evaluate program (participant and organization level)
- h. Disseminate findings and explore feasibility of program expansion

IOM Recommendation 4: Increase the proportion of nurses with a baccalaureate degree to 80% by 2020.

Increase the proportion of baccalaureate prepared nurses in Utah through launching the Breakthrough to Baccalaureate (BTB) Initiative that has the following two components:

1. *BTB - Associate Degree to Baccalaureate Assurance Program*

- a. Develop an RN Early Assurance pathway to ensure seamless progression to the Baccalaureate Degree, for prospective nursing students who begin their education with an Associate's Degree in Nursing.
- b. The goal is to identify these students as they enter their AD program and provide a seamless program of study that includes beginning a RN-BS (BS Completion) program within one year of graduation from the AD program.
- c. Three to five AD programs will be selected to pilot this new model. They will be paired with RN-BS completion programs to maximize options for their students.
- d. At the time of admission to their AD program, a RN-BS program is identified and the entering student will be provided with an early assurance contract, admitting them into that program as well.
- e. Students must meet the established criteria in order to be assured a spot in the RN-BS program. Prospective students from diverse racial and ethnic.

2. *BTB - Baccalaureate Completion Program*

- a. The BS Completion component of this initiative will focus on the AD-prepared RNs already out in the workforce.
- b. Support for continuing their education and completing (at least) the BS degree will require educational programs to examine: real and perceived barriers such as prerequisites, cost, access and availability.
- c. In addition practice settings and nurse employers will need to articulate their value for education through career paths, stated expectations for degree completion, support for nurses completing their BS or higher degrees, tuition reimbursement, financial assistance or incentive for completing a BS degree in nursing.
- d. Prospective registered nurses (pursuing their BS degree) from diverse racial and ethnic backgrounds will be recruited to take advantage of this BS completion opportunity.