

The Jefferson Capstone Experience: Leveraging Academic Practice Collaboration to Enhance Nursing Education and Create a Hiring Pipeline during COVID

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Presentation Objectives

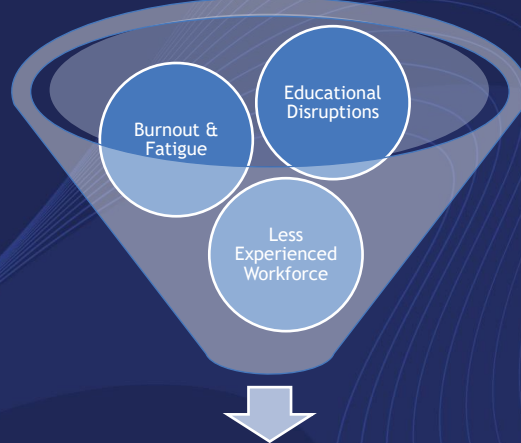
Discuss the expedited design and implementation of the Jefferson Capstone Experience (JCE).

Examine academic and clinical partner outcomes of the JCE.

Consider lessons learned in readiness, collaboration and communication within academic-practice partnership.

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What is the Jefferson Capstone Experience?



108-hour clinical experience over 3-4 weeks
Students paired 1:1 with nurse preceptor

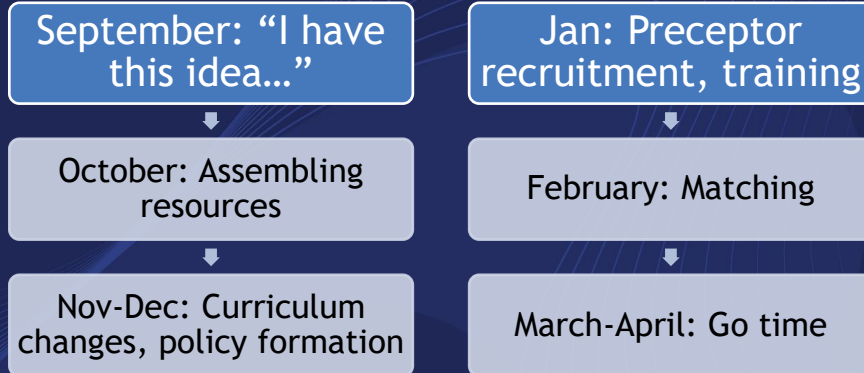
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JCE Objectives

- Provide a student clinical experience that reflects the full role of the registered nurse, emphasizing elements of practice that are difficult to teach in the traditional clinical structure including time management, delegation and interprofessional communication.
- Offer a wide breadth of practice environments for student placement.
- Create a hiring pipeline for the Jefferson Health Enterprise across many non-traditional settings for new-to-practice nurses.

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JCE Timeline



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JCE Scope

- Planning team: Nurse leadership, professional development, 3 faculty champions, academic practice integration team
- 486 students from 4 programs on 2 campuses
- 550+ nurse preceptors from 16 Jefferson hospitals, 2 outside hospitals (pediatric & specialty), select outpatient/infusion sites

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Areas of Placement

- Emphasis on acute care, inpatient med-surg
- Peri-operative services
- Emergency department
- Critical care
- Behavioral health
- Short procedure areas
- Surgicenters
- Outpatient infusion, cancer centers
- Refugee health center

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JCE Signature Features

- Online, recommended preceptor training, reference guide, small hourly differential
- Compressed didactic curriculum for JCE classes
- Compressed clinical for ALL classes
- Rounding faculty 1:18, 24/7 coverage
- Weekly clinical reflections: time management, delegation, interprofessional communication
- Joint summative evaluations including student, nurse preceptor & rounding faculty

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Evaluation Plan

- Multi-step, mixed methods
- Traditional course, student and faculty evaluations
- Surveys, interviews and focus groups
- Additional focus groups of students, preceptors, nurse managers and planning committee
- **Pending:** Nurse managers

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Outcomes: Hiring

Totals:

486 total students placed

465 placed within Jefferson

- As of September 30, 2022, **320** JCN students (**67%**) have applied to Jefferson Enterprise nursing positions
- **47%** of applicants have been offered **and** accepted positions, concentrated at 4 large hospitals (2 flagship)

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Outcomes: Preceptors

All preceptors were surveyed via Qualtrics, with an approximate 55% response rate (n=274).

- 82% (n=226) would “definitely” precept again
- 66% (n=182) reported that the experience increased their job satisfaction

I absolutely loved the Capstone program. Teaching gave me a purpose and the students were eager to learn.

My Capstone student was able to perform nursing quality duties towards the end of the Capstone program and I am confident she will make a great nurse in the future.

It was a privilege to precept for your Capstone program. It was a great opportunity for me to share my knowledge and experience to the future nurse. Great program.

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Outcomes: Students

Overall, students were overwhelmingly positive

Just over 20% (n=98) of students reported the intention to apply to their Capstone unit for a permanent position OR being hired by the unit already.

- *...was such an amazing experience. I hope all students get this experience. I had applied to my area before Capstone and didn't get it. Then I got placed there for Capstone (funny coincidence)! During and after Capstone, the managers liked what I brought to the table and how I worked on their unit. They offered me a full time position starting this summer...I can't wait to start with my new work family!!!*
- *This was the best part of the program BY FAR. Capstone allowed me to see what it will be like when I start working and I fell in love with the profession even more when I walked out of my last Capstone. I'm so happy and so grateful for this opportunity and I truly believe it will make me more prepared and more confident when I begin my career.*

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Lessons Learned

- Preceptor training is **essential**.
- Substantial buy-in from academic and clinical are critical.
- Additional support may be needed for “non-traditional” teaching environments.
- If you think you’ve over-communicated, do it **3 more times**.
- Students may need medical accommodation regarding night shift work.

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(Silly & Important) Lessons Learned

- In the absence of a Project Manager, get a nameless email account (Ex. Capstoneclinical). Rotate coverage.
- Accurate contact information and FTE status will save you many hours of work.
- Standardized onboarding support (IT, swipe access, food & parking info, creature comforts) can make the difference between a clinical experience and a hiring pipeline.
- You’ll never make everyone happy. Release assignments at 9pm on a Friday!

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Future Directions

- Human Resources, Human Resources, Human Resources
- Earlier, specific preceptor identification
- More directed opportunities, focused on areas of high need

Academic-Practice Partnership Opportunities

- I need + You have = We can
- Strategic job sharing
- Bedside mentoring & teaching opportunities

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Thank you!



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