

Maricopa County Pilot to Increase Practice Readiness of New Graduate Nurses Progress Update August 2022

Pilot Project Objectives

Increase the practice readiness of the New Graduate Nurse (NGN) through a partnership with schools of nursing and employers. Increase nurse retention. Protect patient safety.

The Maricopa County Board of Supervisors has invested in the current and future nursing pipeline. As part of a pilot program funded through the American Rescue Plan Act, Maricopa County will partner with nursing schools and employers of nurses. The goal is to increase the practice readiness of NGNs yielding a more confident and practice-prepared nurse who can transition to the workplace more efficiently. The pilot model will use an electronic platform with Readiness to Practice Indicators (RPIs) that track the progress of the student. This tool will enhance communication between nursing student and preceptor, nursing faculty and preceptor, and unit director. In addition, if the employer hires the NGN the tool can be used as an indicator to expedite movement of that nurse into productive staffing reducing onboarding costs. Both the academic and practice side will be able to view and track the student's progress. Length of Pilot: One Year (January 2022 - December 2022)

Benefits to pilot partners:

- Provide support for health care organizations to offer clinical placements for students.
 - Offset the cost burden to health care organizations.
 - Provide financial incentives for nurses who work in the preceptor role.
 - Build a pool of NGN ready to hire upon graduation.
- Provide support to schools of nursing to re-visit transition to practice courses to all senior students to provide a more robust preparation as they prepare to transition to the NGN role after graduation.
 - Offer a tuition grant to senior nursing students to participate in this program.
 - Offset the cost burden on nursing faculty to schools of nursing.
 - Preceptors may become interested in becoming nursing faculty.

Pilot Partners

| Practice | Education |
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| Banner Health Dignity Health HonorHealth Valleywise Health Medical Center Maricopa County Correctional Health Services Community Bridges (Behavioral Healthcare) | Arizona State University Maricopa Community Colleges University of Arizona |

Practice Readiness Pilot Timeline

