

NURTURING EXCELLENCE:

STRATEGIES FOR EMPOWERING NURSES, ENHANCING RECRUITMENT,
AND BOOSTING RETENTION

National Nursing Leadership Council

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RECRUITMENT

- Preceptorship
- Mentoring
- Orientation
- Residency
- Partnership
 - Academic
 - Fellowships
 - Community

RESIDENCY & PRECEPTOR PROGRAM

- Emergency Department
- OB/GYN
- Gallop Emergency Department

RECRUITMENT

- Career Fair
- Addition of entry level training positions
- Career ladder
- Academic Collaborations
- Nurse Residency

RETENTION

- Career Progression
- Standardized nurse 3 R's policy
- Core Strength Training
- Standardized competencies for nurse leaders
- Partnerships and collaborations

The 2022 LinkedIn Global Talent Trends Report found that employees felt that professional development is most effective way to improve culture.

WORKFORCE WELLBEING

- Re-igniting the Spirit of Caring
- Employee Health Fairs
- Flexible scheduling
- Appreciation
- Time-off
- Family First

DNS

- **Forensic Healthcare Funding Opportunity – federal set-asides**
 - The goal is to support the building or expansion of forensic nursing programs, which will boost or create resources such as medical forensic examinations for patients following violent crimes.
- **Forensic Nursing Consultation Program – contract**
 - Five year contract – awarded to Texas A&M University Center of Excellence in Forensic Nursing
 - This contract will provide training, education, and technical assistance for healthcare providers to become trained as Sexual Assault Nurse Examiners/Sexual Assault Examiners/Forensic Nurse Examiners (SANEs/SAEs/FNEs) and receive ongoing training and education for I/T/U facilities
- **Forensic Healthcare Webpages (updated):**
<https://www.ihs.gov/forensichealthcare/>
- **Forensic Healthcare Listserv (educational and funding opportunities announced):** https://www.ihs.gov/listserv/topics/signup/?list_id=251

DNS

- Geriatric Nurse Fellowship Pilot
- Collaboration with Office of Human Resources
- APRN Role and Opportunities