

MDHHS Office of Nursing Safety and Workforce Planning Transition to Practice

2023 Summary Report

By the
Michigan Public Health Institute

Project Period: 10/1/2022 to 9/30/2023



Program Description

Transition to Practice (TTP) is an initiative implemented by the MDHHS Office of Nursing Safety and Workforce Planning (ONP) in collaboration with MPHI, to increase the retention and safe practice of newly licensed nurses or nurses transitioning to a new area of care in all nursing practice settings. The Michigan online support for TTP consists of free, self-paced training courses designed for newly hired nurses and nurses transitioning to a new care setting. Participants successfully completing each of the training modules and evaluation are eligible to receive free CEUs. Each training module requires approximately one to two hours to complete and focuses on applying critical thinking skills in a variety of care settings.

The program is comprised of six online training modules: Communication in Healthcare, Safety in Healthcare, Evidence-Based Practice, Preventing and Responding to Violence in the Workplace, Safety and Professionalism in Community-Based Nursing Practice, and Appendix 1 – Further Resources for Trainers with content developed by the MDHHS-ONP in collaboration with experienced Michigan nurses who have expertise in the respective topic areas with editorial support from the Michigan Professional Nursing Development (MIPND) Steering Committee. The steering committee consists of nurse administrators working in acute, long term and community-based care settings and includes representation from nursing academia, practice, and policy. Training topics were selected based on focus groups conducted with geographically representative nursing administrators and trainers from long term, acute, and community-based care settings in Michigan.

A logic model has been developed in collaboration with the MDHHS-ONP and can be found in Appendix 1.

Module 1: Communication in Healthcare

The Communication in Healthcare course describes the importance of effective communication in healthcare settings and provides critical thinking exercises that allow nurses to practice applying a variety of communication techniques, including:

- Situation, Background, Assessment, Recommendation (SBAR);
- Open Ended Questions, Affirmations, Reflections, Summaries (OARS);
- Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS®); and
- Describe, Express, Specify, Consequences (DESC).

Effective communication is imperative in healthcare as nurses interact with patients as well as members of the interdisciplinary care team. Ineffective communication can negatively impact patient safety and care, as well as complicate care transitions. The goal of the Communication in Health Care module is to improve patient outcomes and safety, as well as enhance patient satisfaction.

The Communication in Healthcare module, which is approved until November 29, 2024, allows individuals to receive 1.8 contact hours towards CEU. CEUs will be renewed for the module through the Michigan Public Health Institute – Continuing Education Solutions. Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association -

Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Module 2: Safety in Healthcare

The Safety in Healthcare course describes the importance of safe patient care, offers strategies for engaging patients and families in care processes, and provides critical thinking exercises that allow nurses to practice identifying examples of adverse situations, human factors associated with errors, and safe team practices. In 1999, the Institute of Medicine (IOM) report “To Err is Human” was a turning point in the patient safety movement, and the healthcare industry has been working to improve the safety of care delivered ever since. Healthcare providers must work to create a culture of safety by collaborating as effective members of the patient care team, being cognizant of safety roadblocks, and recognizing red flags and warning signs of potential adverse patient safety events. In this module, nurses learn about strategies for creating effective teams and are provided the opportunity to identify safety roadblocks, red flags, and warning signs in the healthcare environment.

The Safety in Healthcare module, which is approved until November 29, 2024, allows individuals to receive 1.6 contact hours towards CEU. CEUs will be renewed for the module through the Michigan Public Health Institute – Continuing Education Solutions. Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Module 3: Evidence-Based Practice

The Evidence-Based Practice course describes the importance of evidence-based practice (EBP), offers strategies for applying EBP, and provides critical thinking exercises for nurses to practice finding sources of evidence within their practice setting, identifying facilitators and barriers to EBP implementation, and applying EBP to clinical scenarios. “Evidence-based practice (EBP) is the conscientious, explicit, and judicious use of current best evidence in making decisions about the care of individual patients” (Sackett et al., 1996). This involves combining information from three sources: 1) knowledge from one’s clinical expertise, 2) the patient’s values and preferences, and 3) research evidence. EBP can improve quality, reduce variation in practice, and engage patients in decision-making, resolve problems, promote effective nursing interventions, and achieve excellence in nursing practice. The goal of the Evidence-Based Practice module is to increase the number of nurses who actively engage in EBP, adopt a life-long learning approach to practice, and seek to understand new nursing practice through evidence identification, adoption, and integration.

The Evidence-Based Practice Module, which is approved until November 5, 2023, allows individuals to receive 1.4 contact hours towards CEU. CEUs will be renewed for the module through the Michigan Public Health Institute – Continuing Education Solutions. Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Module 4: Preventing and Responding to Violence in the Workplace

The Preventing and Responding to Violence in the Workplace course describes the scope of workplace violence in healthcare, defines and provides examples of workplace violence behavior, compares risk assessment tools and prevention programs, and provides strategies for improving personal safety, implementing de-escalation techniques, and reporting incidents.

The Preventing and Responding to Violence in the Workplace Module, which became available for participants on June 6th, 2023, and is approved until December 31, 2024, allows individuals to receive 1.0 contact hours towards CEU. CEUs will be renewed for the module through the Michigan Public Health Institute – Continuing Education Solutions. Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Module 5: Safety and Professionalism in Community-Based Nursing Practice

The Safety and Professionalism in Community-based Nursing Practice course uses a variety of content formats to describe the importance of and provide strategies for effective communication and maintaining professionalism to promote safety while working in the community.

The Safety and Professionalism in Community-Based Nursing Practice Module, which became available for participants on June 6th, 2023, and is approved until December 31, 2024, allows individuals to receive 1.0 contact hours towards CEU. CEUs will be renewed for the module through the Michigan Public Health Institute – Continuing Education Solutions. Michigan Public Health Institute-Continuing Education Solutions (MPHI-CES) is approved as a provider of nursing continuing professional development by the Louisiana State Nurses Association - Approver, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Module 6: Appendix 1 – Further Resources for Trainers

The Virtual Reality Appendix of the Safety and Professionalism module provides ideas and examples to support the incorporation of virtual educational resources into the design of transition to practice efforts to enhance the learner experience. This brief overview will provide foundational knowledge to support utilization of virtual educational resources in training development. The module became available for participants on June 6th, 2023.

Results

User Data

Table 1. Care settings by employer requirement among those completing modules

	Yes		No	
	#	%	#	%
Acute Care	78	27%	349	32%
<i>Critical Access Hospital</i>	16	21%	92	26%

	Yes		No	
	#	%	#	%
<i>Community Hospital</i>	46	59%	234	67%
<i>Long-term Acute Care Hospital</i>	6	8%	11	3%
<i>Other</i>	10	13%	12	3%
Community-based Care	6	2%	28	3%
<i>Home health</i>	1	17%	4	14%
<i>Hospice</i>	--	--	1	4%
<i>Public health</i>	4	67%	14	50%
<i>Other</i>	1	17%	9	32%
Long-term Care	48	17%	55	5%
<i>Nursing home</i>	9	19%	37	67%
<i>Rehabilitation</i>	12	25%	10	18%
<i>Sub-acute care</i>	23	48%	4	7%
<i>Other</i>	4	8%	4	7%
None of the Above	154	54%	668	61%

Implementation and Staff Utilization of TTP Training Modules

Users who completed at least one module are reported by fiscal year (through July 2023) for those who did and did not submit for CEUs (see Figure A). Over all the years, there are more users submitting for CEUs than not submitting. In 2018, there was the fewest number of overall module completions (n = 51) and the highest number of module completions in 2021 (n = 378).

Figure A. Number of users completing modules by year

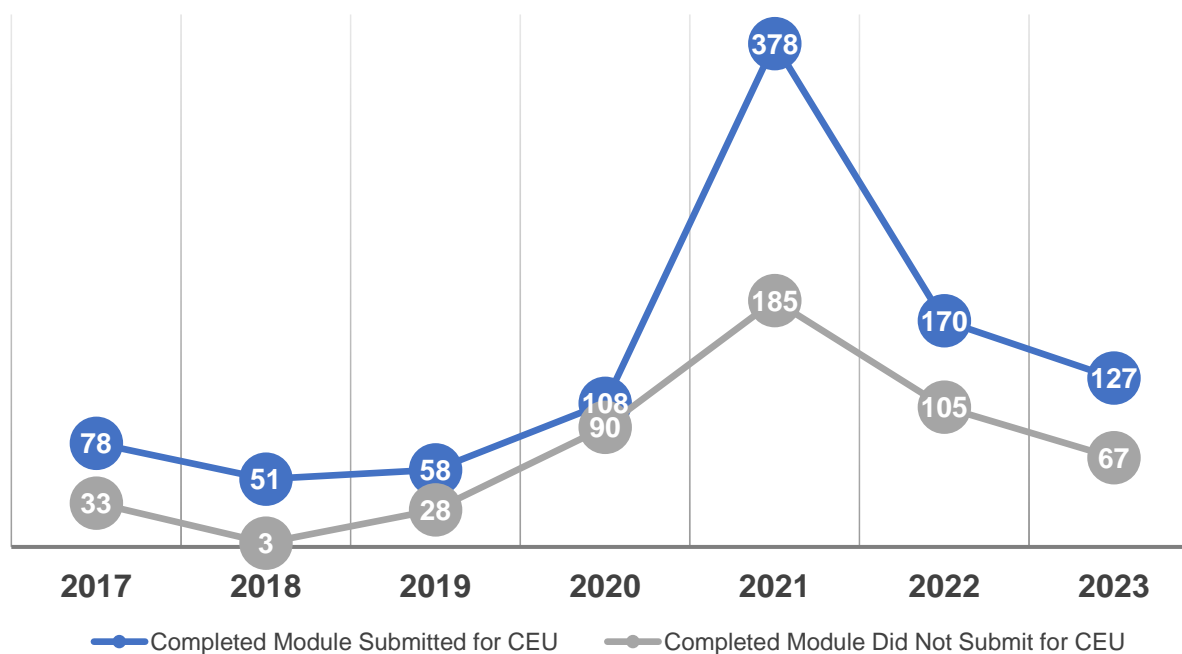


Table 2. Care setting by nurse type among those completing modules (cumulative since creation of modules)

	New Nurse (n=104)		Transitioning Employment (n=31)		Student (n=1,085)		None of these (n=145)	
	#	%	#	%	#	%	#	%
Acute Care	34	33%	10	32%	323	30%	57	39%
<i>Critical Access Hospital</i>	7	21%	3	30%	86	27%	12	21%
<i>Community Hospital</i>	15	44%	4	40%	216	67%	42	74%
<i>Long-term Acute Care Hospital</i>	4	12%	2	20%	10	3%	1	2%
<i>Other</i>	8	24%	1	10%	11	3%	2	3%
Community-based Care	3	3%	7	23%	10	1%	12	8%
<i>Home Health</i>	0	--	0	--	4	40%	1	8%
<i>Hospice</i>	1	33%	0	--	0	--	0	--
<i>Public Health</i>	2	67%	5	71%	4	40%	7	58%
<i>Other</i>	0	--	2	29%	2	20%	4	33%
Long-term Care	39	38%	6	19%	41	4%	13	9%
<i>Nursing Home</i>	6	15%	2	33%	28	68%	7	54%
<i>Rehabilitation</i>	9	23%	3	50%	7	17%	3	23%
<i>Sub-acute Care</i>	22	56%	1	17%	1	2%	2	15%
<i>Other</i>	2	5%	0	--	5	12%	1	8%
None of the Above	28	26%	8	26%	711	66%	63	43%

Table 3. Nurse Type by Module CEU Submission and Completion

	New Nurse (n=81)		Transitioning Employment (n=27)		Student (n=715)		Neither (n=113)	
	#	%	#	%	#	%	#	%
Module 1: Communication in Healthcare	62	77%	22	81%	436	61%	96	85%
Module 2: Safety in Healthcare	61	75%	18	67%	463	65%	46	41%
Module 3: Evidence-Based Practice	44	54%	12	44%	653	91%	14	12%
Module 4: Preventing and Responding to Violence in the Workplace	0	-	0	-	8	1%	1	1%
Module 5: Safety and Professionalism in Community-Based Nursing Practice	0	-	0	-	1	1%	0	--

Table 4. Nurse Type by Module CEU Submission and Completion

	Communication in Healthcare				Safety in Healthcare				Evidence-Based Practice			
	Submitted for CEUs (n=624)		Did not Submit for CEUS (n=428)		Submitted for CEUs (n=594)		Did not Submit for CEUs (n=427)		Submitted for CEUs (n=728)		Did not Submit for CEUs (n=416)	
	#	%	#	%	#	%	#	%	#	%	#	%
New Nurse	62	10%	23	5%	61	10%	19	4%	44	6%	15	4%
Transitioning Employment	22	4%	5	1%	18	3%	2	0%	12	2%	0	--
Nurse Manager	1	0%	2	0%	1	0%	1	0%	0	--	1	0%
Nurse Trainer/Preceptor	3	0%	1	0%	3	1%	0	--	2	0%	1	0%
Faculty	4	1%	0	--	2	0%	0	--	3	0%	0	--
Student	436	70%	358	84%	463	78%	386	90%	653	90%	388	93%
Neither	96	15%	39	9%	46	8%	19	4%	14	2%	11	3%
	Preventing and Responding to Violence in the Workplace					Safety and Professionalism in Community-Based Nursing Practice						
	Submitted for CEUs (n=11)		Did not Submit for CEUS (n=6)		Submitted for CEUs (n=9)		Did not Submit for CEUs (n=4)					
	#	%	#	%	#	%	#	%				
New Nurse	0	--	1	1%	0	--	1	25%				
Transitioning Employment	0	--	0	--	0	--	0	--				
Nurse Manager	1	9%	0	--	1	13%	0	--				
Nurse Trainer/Preceptor	0	--	0	--	0	--	0	--				
Faculty	1	9%	0	--	0	--	0	--				
Student	8	73%	5	83%	7	88%	3	75%				
Neither	1	9%	0	--	0	--	0	--				

Table 5. Nurse Licensure by Module CEU Submission & Completion

	Communication in Healthcare				Safety in Healthcare				Evidence-Based Practice			
	Submitted for CEUs (n=627)		Did not Submit for CEUs (n=429)		Submitted for CEUs (n=596)		Did not Submit for CEUs (n=427)		Submitted for CEUs (n=725)		Did not Submit for CEUs (n=416)	
	#	%	#	%	#	%	#	%	#	%	#	%
RN	205	33%	105	24%	171	29%	82	19%	157	22%	76	18%
LPN	25	4%	5	1%	22	4%	3	1%	19	3%	0	--
APRN	0	--	1	0%	1	0%	0	--	1	0%	0	--
Other	397	63%	318	74%	402	67%	342	80%	548	76%	340	82%

	Preventing and Responding to Violence in the Workplace				Safety and Professionalism in Community-Based Nursing Practice			
	Submitted for CEUs (n=11)		Did not Submit for CEUs (n=6)		Submitted for CEUs (n=8)		Did not Submit for CEUs (n=4)	
	#	%	#	%	#	%	#	%
RN	5	45%	3	50%	2	25%	3	75%
LPN	0	--	0	--	0	--	0	--
APRN	0	--	0	--	0	--	0	--
Other	6	55%	3	50%	6	75%	1	25%

TTP Training Modules Outcome Measures

Communication in Healthcare

Table 6. Communication self-efficacy with providers, patients, and families

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more confident communicating with non-nursing providers.	3% (n=23)	2% (n=13)	61% (n=458)	34% (n=260)	3.27	754
I feel more at ease asking for help from other RNs on the unit.	3% (n=22)	2% (n=17)	61% (n=455)	34% (n=256)	3.26	750
I feel more comfortable communicating with patients.	3% (n=21)	2% (n=16)	61% (n=461)	34% (n=253)	3.26	751
I feel more comfortable communicating with my patients' families.	3% (n=20)	2% (n=17)	63% (n=470)	32% (n=244)	3.25	751
I am more confident in my ability to recognize when to apply communication techniques such as SBAR, OARS, TeamSTEPPS®, or DESC.	3% (n=20)	2% (n=14)	58% (n=438)	37% (n=281)	3.30	753

Table 7. Confidence applying communication methods

	Not at all confident	A little confident	Somewhat confident	Very confident	Average Rating (Scale 1-4)	Response Count
SBAR (Situation, Background, Assessment, & Recommendation)	1% (n=5)	1% (n=9)	37% (n=276)	61% (n=461)	3.59	751
OARS (Open Questions, Affirmations, Reflective Listening, & Summarizing)	1% (n=5)	2% (n=18)	45% (n=336)	52% (n=394)	3.49	753

	Not at all confident	A little confident	Somewhat confident	Very confident	Average Rating (Scale 1-4)	Response Count
TeamSTEPPS (Communication, Leadership, Situational Monitoring, & Mutual Support)	1% (n=5)	3% (n=24)	46% (n=346)	50% (n=378)	3.46	753
DESC (Describe, Explain, State, & Consequences)	1% (n=8)	3% (n=24)	45% (n=337)	51% (n=383)	3.46	752

Safety in Healthcare

Table 8. Knowledge and confidence to apply strategies to improve patient safety

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more capable to utilize PDSAs (Plan, Do, Study, Act) as a quality improvement tool.	3% (n=23)	2% (n=17)	64% (n=504)	31% (n=240)	3.23	784
I feel more confident identifying actual or potential safety risks to my patients.	3% (n=23)	2% (n=12)	62% (n=484)	34% (n=266)	3.26	785
I can better identify risk(s) for an adverse event.	3% (n=24)	2% (n=14)	61% (n=483)	34% (n=265)	3.26	786
I am more comfortable following the steps involved for medication reconciliation.	3% (n=24)	2% (n=14)	63% (n=497)	32% (n=249)	3.24	784
I can more effectively sustain patient and family partnerships.	3% (n=24)	2% (n=15)	62% (n=488)	33% (n=258)	3.25	785
I am more confident in my ability to participate in safe team practices to create a culture of safety.	3% (n=24)	2% (n=12)	63% (n=497)	32% (n=251)	3.24	784
I am more confident in my ability to recognize behaviors and human factors associated with errors.	3% (n=24)	2% (n=13)	63% (n=494)	32% (n=253)	3.24	784

Evidence-Based Practice

Table 9. Knowledge and confidence to apply evidence-based practices

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I am better able to access evidence-based resources in my clinical practice setting.	2% (n=22)	2% (n=16)	62% (n=613)	34% (n=337)	3.28	988
I am better able to apply evidence-based practices in my clinical setting.	3% (n=25)	2% (n=16)	62% (n=615)	34% (n=334)	3.27	990
I am more likely to encourage the use of evidence to drive practices, policies, and procedures.	2% (n=22)	2% (n=16)	61% (n=604)	35% (n=346)	3.29	988
I am better able to identify what evidence-based practices are in use within my clinical setting.	2% (n=22)	2% (n=19)	61% (n=608)	34% (n=340)	3.28	989
I am better able to identify barriers implementing evidence-based practices in my clinical setting.	2% (n=21)	2% (n=17)	61% (n=605)	35% (n=346)	3.29	989
I am better able to identify facilitators for implementing evidence-based practices in my clinical setting.	2% (n=22)	2% (n=17)	62% (n=610)	34% (n=341)	3.28	990
I feel more confident in my ability to engage patients and families in the application of evidence-based care.	2% (n=21)	2% (n=16)	61% (n=606)	35% (n=346)	3.29	989

Preventing and Responding to Violence in the Workplace

Table 10. Knowledge and confidence to identify and de-escalate workplace violence

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more confident in the terminology used such as workplace violence, bullying, incivility.	0% (n=0)	0% (n=0)	58% (n=14)	42% (n=10)	3.42	24

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more at ease identifying incident reporting systems in the workplace.	0% (n=0)	8% (n=2)	54% (n=13)	38% (n=9)	3.29	24
I can better recognize the types of workplace violence.	0% (n=0)	4% (n=1)	54% (n=13)	42% (n=10)	3.38	24
I feel more confident de-escalating potentially dangerous situations.	0% (n=0)	4% (n=1)	50% (n=12)	46% (n=11)	3.42	24
I feel more confident in my ability to utilize effective communication strategies.	0% (n=0)	4% (n=1)	54% (n=13)	42% (n=10)	3.28	24

Safety and Professionalism in Community-Based Nursing Practice

Table 11. Knowledge and confidence to identify and apply professionalism

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more confident in my ability to recognize the signs of escalation.	0% (n=0)	0% (n=0)	64% (n=9)	36% (n=5)	3.36	14
I feel more comfortable locating organizational policies and procedures.	0% (n=0)	0% (n=0)	64% (n=9)	36% (n=5)	3.36	14
I can better recognize and maintain professional boundaries.	0% (n=0)	0% (n=0)	57% (n=8)	43% (n=6)	3.43	14
I feel more at ease acknowledging my biases when assessing situation risk and potentially dangerous situations.	0% (n=0)	0% (n=0)	57% (n=8)	43% (n=6)	3.43	14
I feel more confident in my ability to utilize effective communication strategies.	0% (n=0)	0% (n=0)	57% (n=8)	43% (n=6)	3.43	14

Appendix 1 – Further Resources Trainers

Table 12. Knowledge and confidence on Extended Reality (XR)

	Strongly Disagree	Disagree	Agree	Strongly Agree	Average Rating (Scale 1-4)	Response Count
I feel more confident in my ability to describe how XR can be used in education and training.	0% (n=0)	0% (n=0)	50% (n=3)	50% (n=3)	3.50	6
I feel more comfortable explaining the privacy and safety considerations.	0% (n=0)	0% (n=0)	50% (n=3)	50% (n=3)	3.50	6
I can summarize pre-briefing and debriefing strategies in using XR.	0% (n=0)	0% (n=0)	50% (n=3)	50% (n=3)	3.50	6

User Module Survey Data - Satisfaction

Results from the course satisfaction evaluation surveys showed that a majority of TTP participants were on average very or extremely satisfied with the module course objectives. Course objectives were specific to each module topic. Sixty percent (n=592) of users were very or extremely satisfied with Module 1, 52% (n=484) of Module 2 users were very or extremely satisfied, and 46% (n=497) of Module 3 users were less than very satisfied (see Table 13). Over half of participants of Modules 4-6 were very or extremely satisfied with the module, but it should be noted that the module has only be available to participants for less than two months.

Table 13. Satisfaction with Module Course Objectives

	Less than Very Satisfied	Very or Extremely Satisfied	Mean Satisfaction (Scale 1-5)
Module 1: Communication in Healthcare (n=989)	40% (n=397)	60% (n=592)	3.79
Module 2: Safety in Healthcare (n=932)	48% (n=448)	52% (n=484)	3.63
Module 3: Evidence-based Practices (n=1,081)	54% (n=584)	46% (n=497)	3.56
Module 4: Preventing and Responding to Violence in the Workplace (n=24)	42% (n=10)	58% (n=14)	3.77
Module 5: Safety and Professionalism in Community-Based Nursing Practice (n=14)	50% (n=7)	50% (n=7)	3.64
Module 6: Appendix 1 – Further Resources for Trainers (n=6)	50% (n=3)	50% (n=3)	3.50

Seven questions measured overall satisfaction with module content and format and included items such as ease of understanding, usefulness, and visual appeal. Overall, the majority (89%-

100%) of users agreed or strongly agreed with the statements (Table 14). It should be noted that modules 4-6 have only be available to participants for less than two months.

Table 14. Overall Satisfaction with Module Content and Format

	Disagree or Strongly Disagree	Agree or Strongly Agree	Mean Satisfaction (Scale 1-4)
Module 1: Communication in Healthcare (n=989)	11% (n=113)	89% (n=876)	3.12
Module 2: Safety in Healthcare (n=932)	10% (n=96)	90% (n=836)	3.09
Module 3: Evidence-based Practices (n=1,081)	11% (n=115)	89% (n=966)	3.09
Module 4: Preventing and Responding to Violence in the Workplace (n=24)	4% (n=1)	96% (n=23)	3.45
Module 5: Safety and Professionalism in Community-Based Nursing Practice (n=14)	0% (n=0)	100% (n=14)	3.52
Module 6: Appendix 1 – Further Resources for Trainers (n=6)	0% (n=0)	100% (n=6)	3.33

Appendix 1. Transition to Practice Logic Model

