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**2014 Long Term Care Survey Results**

**November, 2014**

All long term care facilities were sent an email with a survey attached. The survey was also promoted through the monthly ND Center for Nursing enewsletter, on the website and on facebook. Reminder emails were also sent to CEOS at each long term care facility. Participants were asked to either email, fax or mail the completed survey. The survey was also distributed at the NADONA meeting in Fargo on September 17, 2014 and collected at the end of the membership meeting. A total of fifteen surveys was received. Due to the low response, questions designed to measure staffing including vacancies and salaries was not analyzed.

**Long Term Care Practice Environment Characteristics**

Long term care facilities were asked whether they had implemented characteristics of positive practice environments that are part of a 47 question pre-assessment questionnaire for the ANCC Pathways to Excellence Program. The questionnaire was customized for long term care facilities. One question, 25) If the DON does not currently hold a BSN, is there a written plan demonstrating active progression toward certification in management or administration and/or degree was excluded from analysis as all facilities employed RNs as DONs. Of the 14 facilities that completed this section of the survey, 13 have already implemented at least half of the characteristics.

Thirteen of the environment characteristics had been implemented by 100% of responding facilities. Characteristics that have been implemented by the least percentage of facilities include rewards and incentives for nurses who serve as outstanding role models for exceptional service, shared governance model that is integrated, mandatory overtime policy, external recognition of accomplishments and contributions of nurses, incentives for nurse managers based on outcomes, preceptor education/training, nurse manager performance measured by outcomes, and incentive pay that is based on outcomes/goal achievement.

**ANCC Magnet and Pathways Programs**

Long term care facilities were asked about their participation/knowledge of ANCC programs. All responding facilities indicated that they were either not thinking/planning for or were not aware of either the Magnet or Pathways program. One facility indicated that they were trying to stabilize their facility and that the magnet program has too many requirement. They also indicated that they have connected and work closely with North Dakota Health Care Review in response to the Pathways program.

**Biggest Workforce Issues**

Long term care facilities were asked what their biggest workforce issues are:

* High turnover rate of CNAs and nurses related to housing expense. Average rent in Williston is $2,800/month. Extremely challenging!! At time we have used 75% agency staff.
* Staffing and training
* Recruitment of staff with so many places of employment in Fargo, lack of applicants.
* Staffing- recruitment, retention, quality and commitment
* Staff turnaround (high rents in area) (lack of affordable housing)
* Sick calls
* Enough staff, especially CNAs. High turnover of CAN staff.
* No nurses want to work night shift.
* Not enough staff CNAs so frequently work with less than desirable staff. No one to hire and if come from out of town there is no housing available.
* Hiring licensed nurses.
* Staffing- we have at least 90% travel CNAs- which contributes to care issues along with other problems.
* Finding quality staff- lots of applicants but not good ones!
* Find CNAs, Salary competition from the oil field employment sector.

**Transition to Practice Program**

Long term care facilities were asked whether they currently have a transition to practice or a nurse residency program at their facility (beyond basic orientation). None of the facilities had implemented a program and none indicated that they had attempted to implement one. Three facilities indicated that they would be interesting in participating in an online statewide transition to practice program (one indicated Yes!! Yes!!). One facility asked whether this would be a program to encourage education into nursing programs. Two facilities indicated that they would possibly be interested.

**LPN Recruitment and Retention**

Long term care facilities were asked about their biggest workforce issue regarding LPN recruitment and retention:

* Housing basically is our issue.
* Finding applicants
* Not enough numbers of people to fulfill high number of openings
* We don’t utilize LPNs.
* Too many job opportunities.
* Lack of applicants.
* Shifts available not attractive pms/noc
* Cost of living, lack of affordable housing. Oilfield revolving door, leave after just getting orientated.
* Small rural community, young people don’t want to come here unless they have roots here. No housing available.
* Rural setting, attracting LPNs to area and to long term care.
* Pay
* Really don’t have one.
* Most are going back for RNs.

Long term care facilities were also asked to indicate strategies that they have utilized to increase LPN recruitment and retention:

* Work closely with nursing program in town.
* Advertisement. Encouragement of CNAs to go to school. Some loan reimbursement
* Advertisement at schools. Encouraging staff to go on to classes for LPN (scholarships available)
* Recruit outside of state/country.
* Increase ads. Collaboration with NDSCS- student clinical site and increase number of rotations.
* Sign-on bonus, longer orientation.
* I have no LPN openings.
* Had Dakota Nursing Program here and did “grow your own” however this depleted our best CNAs causing a shortage there.
* Not much.
* We have schools come for clinicals and that is a great recruitment tool.