

Nursing Health Services Research Unit

a collaborative project of
the University of Toronto
Faculty of Nursing and
McMaster University
School of Nursing

Our mission is to develop,
conduct and disseminate
research that focuses on:

- design
 - management
 - utilization
 - outcomes
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- ...of nursing.

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funded by the
Ontario Ministry of Health &
Long-Term Care
2004-2009



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LATE CAREER NURSE INITIATIVE PHASE 1: PROCESS EVALUATION Fact Sheet I of IV. Overview

This fact sheet (I of IV) is part of a series which presents selected content from a report produced for the Ontario Ministry of Health and Long-Term Care (MOHLTC) entitled, *Stretching To Success: Results of the Phase 1 Process Evaluation*. The full report is available on line at www.nhsru.com.

The report highlights the results of a process evaluation of the *Late Career Nurse Initiative (LCNI)* which was conducted between March and December of 2005.

INTRODUCTION

In 2005 the Government of Ontario announced an investment of over 28 million dollars in funding to support the retention of Registered Nurses (RNs), Registered Nurses in the Extended Class (RN(EC)s) and Registered Practical Nurses (RPNs) 55 years of age or older. The funding responded to the need to encourage experienced nurses to remain in the workforce. It was informed by evidence that a significant number of nurses aged 50 or over could be retained in the profession if meaningful retention strategies were implemented (O'Brien-Pallas, Alksnis & Wang, et al. 2003). Focus groups and surveys commissioned by the MOHLTC through the Nursing Secretariat (Stephenson, 2004) further supported the need for funding strategies to retain late career nurses (LCNs).

LATE CAREER NURSE INITIATIVE (LCNI)

- In the fall of 2004 hospitals and long term care (LTC) facilities were invited to submit proposals detailing the description and budget requirements of the LCNI to be implemented in their organizations
- Successful proposals were funded for a period of three months (January-March 2005)
- The purpose of the funding was to enable nurses 55 years of age or older to spend 20% of their work time in less physically demanding roles than direct patient care
- RNs, RPNs, and RN(EC)s were eligible to participate in the program

NHSRU STUDY

In January, 2005, the Nursing Health Services Research Unit (NHSRU), University of Toronto site, was asked by the MOHLTC to conduct an evaluation of the LCNI. The purpose of the process evaluation was to examine whether the initiative was achieving the intended outcomes, and to determine ways that the program might be improved based on input from key informants (Chief Nurse Executives or Directors of Care, participant nurses, non-participant nurses).

STUDY OBJECTIVES & GOALS

Objectives

- Examine whether the LCNI was meeting its goals
- Identify the ways in which the LCNI could be improved
- Document information about the experience of nurses who participated in the LCNI

This research has been generously
funded by a grant from the
Government of Ontario. The views
expressed do not necessarily reflect
those of the Government of Ontario.

Goals

- i. Determine the types of LCNIs which were offered
- ii. Determine which initiatives were most successful at recruiting nurses aged 55 years & over
- iii. Identify which LCNIs the nurses found to be most beneficial
- iv. Identify initiatives that provided the nurses with incentives to remain in the workforce
- v. Compare the experiences & outcomes of non-participating nurses with the participating group

METHODS

Recruitment of participants

- Hospitals and LTC facilities that received funding for the initiative were sent a letter inviting them to participate
- Participants were recruited from facilities that agreed to be involved
- Of the 65 hospitals that received LCN funding, 26 participated in the CNE/DOC interviews, along with 8 of the 64 funded LTC facilities

Data Collection

- Telephone interviews with the Chief Nurse Executive (CNE) of each participating hospital & Director of Care or designate for each participating LTC site
- Distribution of surveys to participating LCNs & non-participating LCNs in each participating hospital/facility
- Comparison of the successfully funded proposals with the final reports as submitted by participating sites to the MOHLTC
- Surveys completed & returned by 55 (12.82%) LCN participants & 52 (11.58%) LCN non-participants
- Only 13 of the 48 participating sites submitted both initial proposals & final reports. Therefore that there was insufficient data from the initial proposals and final reports to make meaningful comparisons

Non-Participants

- Reasons given by nurses, for non-participation in the LCNI, included lack of interest, conflicts with other commitments, limited information, and not having been invited or permitted to join the initiative by their organizations
- There were varying levels of understanding of the initiative and its purpose among this group of respondents when asked (e.g., some described the purpose very clearly, others felt that they did not have enough information or did not understand the initiative, while others left a blank space on the survey)

For further information see the other fact sheets in this series or refer to the full report available on the NHSRU website www.nhsru.com.