

RNAO Rural, Remote and Northern Area Nursing Task Force

Key Informant Interviews

Questions:

- 1) Which of the following programs have you participated in (or have experience with)?
 - a) Tuition Support Program for Nurses
 - b) Nursing Community Assessment Program
 - c) Grow Your Own Nurse Practitioner
 - d) Ontario Nursing Workforce Alliance
 - e) Nursing Graduate Guarantee
 - f) Late Career Nurse Initiative
- 2) What are the strengths of the program(s)?
- 3) What are the limitations of the program(s)?
- 4) How can the program(s) be optimized to recruit and retain nurses in rural communities?

Participants (n=7)

Roles included:

- 1) Staff Nurse
- 2) Chief Nurse Executive
- 3) Clinical Director
- 4) Labour Relations Officer

Results:

Program	Strengths	Limitations	Optimization
Tuition Support Program for Nurses	<ul style="list-style-type: none"> • Supports recruitment and retention • Allows new grads to focus on work and not debt • Great point of contact at the MOHLTC as a resource 	<ul style="list-style-type: none"> • Not many nursing students are aware of the program • Not clear what “years of service” means – hours worked or calendar year? 	<ul style="list-style-type: none"> • Needs better marketing • Provide nursing students with an opportunity to connect with those who have participated in the program.
Nursing Community Assessment Program		<ul style="list-style-type: none"> • Not well known 	
Grow Your Own Nurse Practitioner	<ul style="list-style-type: none"> • Hard to recruit NPs into primary care due to low compensation. GYONP is a great way to ‘grow your own’ 	<ul style="list-style-type: none"> • Need more local NP training opportunities 	

Program	Strengths	Limitations	Optimization
Ontario Nursing Workforce Alliance	<ul style="list-style-type: none"> Started out well 	<ul style="list-style-type: none"> Program has disappeared 	
Nursing Graduate Guarantee	<ul style="list-style-type: none"> Extended orientation Provides for an opportunity to determine if there is a “good match” Clear criteria and process Great support provided through HFOMRA Enables partnerships with schools Web portal attracts candidates from urban areas Able to support graduates in specialty areas 	<ul style="list-style-type: none"> Can’t provide full-time employment after six months Employers are not providing the full mentorship experience (i.e. bridging to part-time at three months) Communication challenges between employer and union Portal is not easy to use Reconciliation of funding takes up to two years Delayed funding New graduates not allowed in specialty areas per union agreement Applicants from outside of area need housing and public transit is limited Preceptor/mentor burnout 	<ul style="list-style-type: none"> Need to address portal and reconciliation issues Extend eligibility from six to 12 months after graduation More direction and support is needed on how to operate the program within health-care organizations Create a toolkit with standardized resources (i.e. offer letters, etc)
Late Career Nurse Initiative	<ul style="list-style-type: none"> Keeps experienced nurses and their rich knowledge in the practice setting Helps to develop leadership skills Provides late career nurse with a break from the “front line” 	<ul style="list-style-type: none"> Some organizations are not successful in receiving funding Funding announcement is made late in the year which makes it hard to plan for Some late career nurses are not as proficient in technology which makes project work more challenging 	<ul style="list-style-type: none"> Funding does not cover travel (which is problematic for multi-site facilities) Technology training is needed for some late career nurses Need to know funding decision sooner Maintain a toolkit of project ideas (what have other health-care organizations done?) Need to improve user experience on website