

WORK LEARNING PROGRAM

PROBLEM:

The entry-into-practice debate in nursing often places Associate Degree Nurses (AND) at the pressure point to advance their degrees in response to employment demands. Many hospitals require that ADNs sign commitments to obtain a Bachelor's degree within 5 years as a condition of employment.

SUMMARY OF EVIDENCE:

The American Association of Colleges of Nursing (AACN) Manatt Health Project Team Report (2016) reported that academic nursing is often neglected as a partner in healthcare transformation. Thus, academic-practice partnerships provide an opportunity to support nursing professional development and career advancement.

41.1% of hospitals and other healthcare settings are requiring new hires to have a bachelor's degree in nursing, while 82.4% of employers are expressing a strong preference for BSN program graduates (American Association of Colleges of Nursing Research Brief (2020))



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SUMMARY & FUTURE IMPLICATIONS

RELEVANCE TO PSYCHIATRIC MENTAL HEALTH NURSING:

- 3 ADN-prepared psychiatric nurses completed the WLP and obtained their BSN
- Supportive components of the WLP program included the study room and peer mentor/tutor
- The current WLP Doctoral program includes nurses and social workers caring for psychiatric patients

FUTURE IMPLICATIONS:

- Evaluation of student needs and suggestions to improve the WLP program in future semesters
- Application of this model to different nursing professional levels (e.g. pre- and post-licensure)

References