

The Work Learning Program is a joint partnership between:



EASTERN STATE HOSPITAL WORK LEARNING PROGRAM (ESH WLP) REPORT

WLP Overview

ESH WLP seeks to advance education, enhance staff development, support research, and improve patient outcomes through an Academic-Practice partnership between the University of Kentucky, University of Kentucky College of Nursing (UKCON), University of Kentucky College of Social Work (UKSW), UK Healthcare and Eastern State Hospital (ESH). The key elements of the program were adapted from the living learning program [1,2,3] and include, space for learning, smooth transition from work to work/school, creating a sense of belonging, providing program coordination, and program commitment.

WLP RN to BSN Program Outcomes

The ESH WLP RN to BSN Program was designed to provide an opportunity for nurses to further their education and advance their careers, and to prepare for practice and leadership. The first ESH WLP cohort (2017-2019) resulted in 3 RN to BSN completions. This cohort graduated in December, 2019. Pictured are RN to BSN Coordinator Dr. Jessica Wilson with the three WLP graduates (Johna Arnett, Alexandre Lusembe, Jeri Garrison).



WLP Doctoral Program

The Doctoral ESH WLP commenced this Summer 2020 with a cohort of 10 doctoral students; 4 BSN/MSN to DNP students and 6 MSW to DSW students. The doctoral students are offered specific integrated, activities such as scientific writing and statistical analysis seminars (monthly and semester-based), which will create opportunities for this cohort to develop and present shared evidence-based science at conferences such as ESH's Research and Practice Initiative's Day (RAPID).



References

1. <https://www.uky.edu/housing/living-learning-program>
2. Dunn, M. S., & Dean, L. A. (2013). Together we can live and learn: Living-learning communities as integrated curricular experiences. *SCHOLE: A Journal of Leisure Studies and Recreation Education*, 28(1), 11-23.
3. Inkelas, K. K., & Weisman, J. L. (2003). Different by design: An examination of student outcomes among participants in three types of living-learning programs. *Journal of College Student Development*, 44(3), 335-368.

Doctoral Pre-Program Survey

The pre-program survey was designed to gather opinions about the ESH WLP doctoral program among the new cohort of DNP and DSW students to understand how best to meet their program needs and provide them with support. The key survey questions included information about how the student learned about the ESH WLP doctoral program, reason(s) for deciding to pursue a DNP or DSW, reason(s) for participating in the ESH WLP doctoral program, and student's assessment of the benefits of each of the five elements of the program (space for learning, smooth transition from work to work/school, create a sense of belonging, program coordination and program commitment) on a scale of 0 to 5, with 0 being 'not at all beneficial' and 5 being 'extremely beneficial.'

All 10 doctoral students responded to the survey. Of these, 6 are pursuing their DSW and 4 their DNP (see figure 1). A majority of the students reported to have heard about the ESH WLP doctoral program from the administrators (60%). Reasons for pursuing a doctoral program were for career advancement, to enhance management and leadership skills, and to enhance efficacy in professional, policy and administrative practice/ competencies. A majority of the doctoral students reported to have been interested in the ESH WLP program for peer support. Regarding the key elements of the program, a majority of the students rated program commitment with intention to support academic progress and career advancement the highest (M=4.90: SD=0.32) followed by smooth transition from work to work/school (M=4.0; SD= 1.05) and create a sense of belonging (M= 4.0; SD=0.94) (see figure 2).

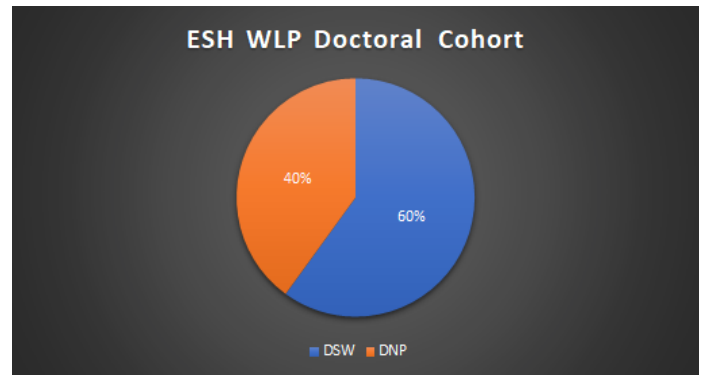


Figure 1: % WLP Doctoral Cohort

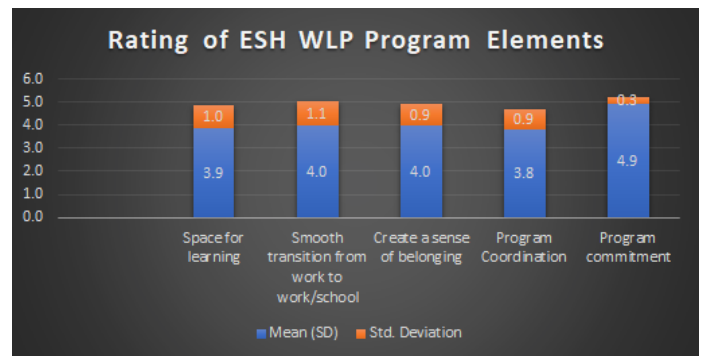


Figure 2: Rating of the Key Elements of the WLP Doctoral Program

ESH WLP Benefits

- The ESH WLP is an automatic boost to succession planning. The program is an opportunity to develop advanced degree care capability.
- Our nurse and social work executives along with the ESH WLP are committed to creating environments that help health care professionals process stressful events in a healthy manner. The program provides peer-to-peer support and helps create bonds among this group of co-workers as emerging leaders within our organization.
- Workplace violence (WPV) is at times inescapable when caring for individuals living with mental and behavioral health challenges. Having dynamic, multi-disciplinary teams working together and learning together can lead to strong response and readiness when a WPV incident occurs.
- Further education as promoted by the ESH WLP allows nurse and social work managers to obtain the necessary tools to better support their direct reports.
- Furthering both clinical and leadership skills through the creative learning opportunity provided by the ESH WLP, allows nurse and social work leaders to enhance their professional, clinical and evidence-based practice competency to improve direct patient care outcomes.

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