

# WORK LEARNING PROGRAM

## PROBLEM:

The entry-into-practice debate in nursing often places Associate Degree Nurses (ADN) 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 obtained their BSN with support from the WLP
- Supportive components of the WLP program include a study room and peer mentor/tutor
- 10 WLP students completed doctorate degrees in nursing and social work while 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

- American Association of Colleges of Nursing (2016). Advancing Healthcare Transformation: A New Era for Academic Nursing. <https://www.aacnursing.org/Portals/42/Publications/AACN-New-Era-Report.pdf>
- American Association of Colleges of Nursing Research Brief (2020). Employment of New Nurse Graduates and Employer Preferences for Baccalaureate-Prepared Nurses. <https://www.aacnursing.org/Portals/42/News/Surveys-Data/Research-Brief-12-20.pdf>
- Wagner, M. M. Build the Pyramid: A Best Practices Literature Review for Living-Learning Communities. *Journal of Student Affairs*, 28, 153.