# TRUMONT APPRENTICESHIP PROGRAMS

DEVELOPING CONFIDENT & COMPETENT CAREGIVERS

A <u>Recruitment & Retention</u> Solution

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TruMont is
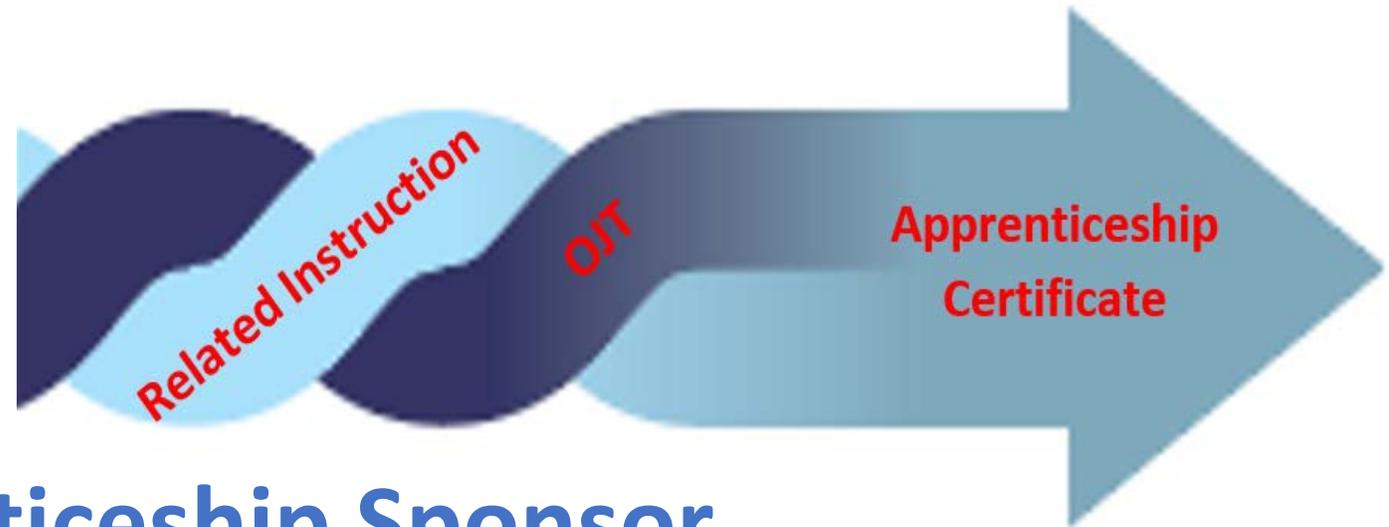
1. **Apprenticeship Sponsor**
2. **Employer's Training Partner**
   - RN Apprenticeship
   - HHA Apprenticeship
   - Preceptor & Mentor Development

Why RN Apprenticeships?

	STRUCTURED PROGRAM
	CAREER PATHWAY
	ENGAGEMENT & FEEDBACK
	$ BENEFITS
	Hours that you work
	Your amount of responsibility
	$ SALARY
	Opportunity for choosing shifts worked
	Vacation
	Weekends off per month
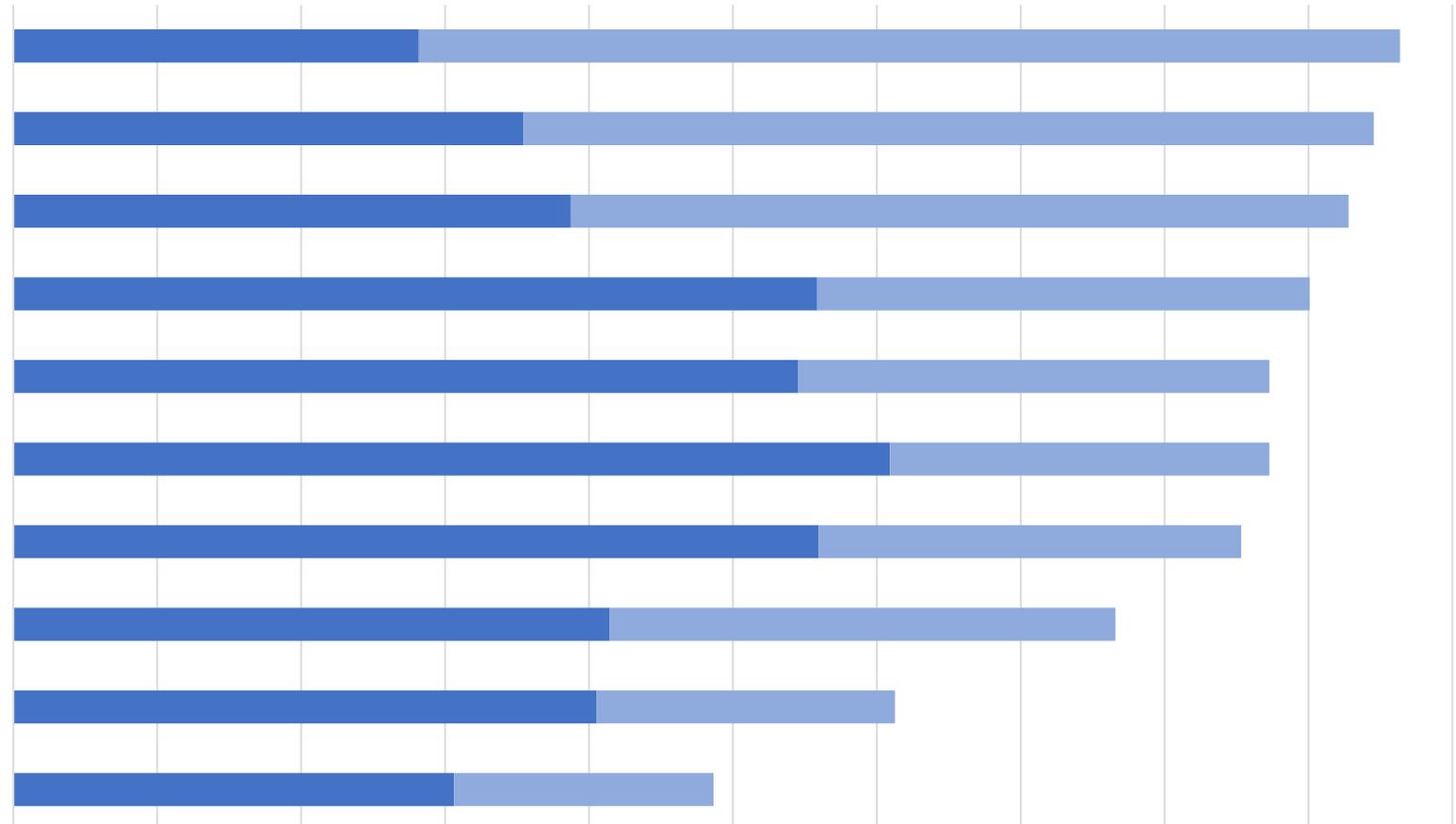
70%   80%   90%   100%

Senior RN Students: Structured Program to learn and become part of the team. Recognized for their work.

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Academic-Practice Gap: 50 Years

1970
Hospital-based SON

Clinical Gap

Culture Gap

Patient Ownership Gap

2020
Independent Academic SON
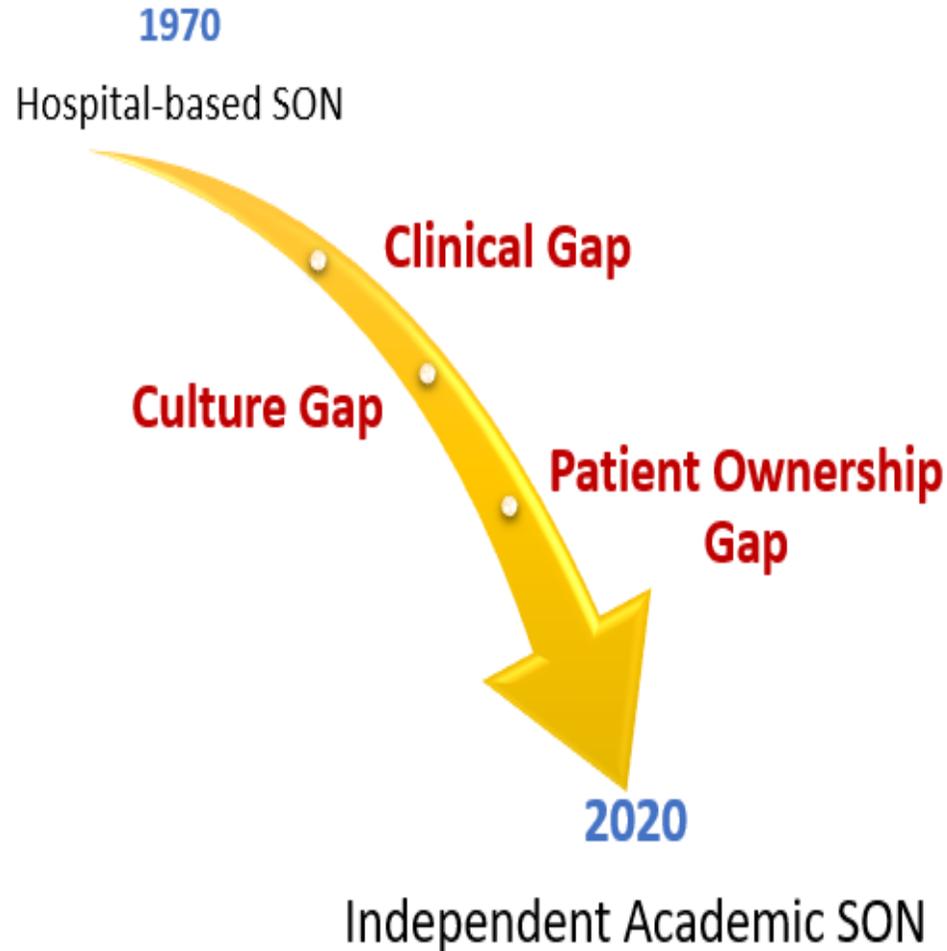
Clinical Gap

- 90% academic vs. 10% practice leaders -safe, effective care
- 65% - 75% failed entry-level judgment
- 50% miss life-threatening situations
- 95% not characterize illness severity
- 73% scored < 70% on physical assessment skills
- 13% set priorities most of the time

Culture Gap

- Competence & Confidence
- Integration into Care Team

Leadership Gap

- Empowerment - Change Agent
- Patient Advocate

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TruMont RN Apprenticeships
EARLY INTERVENTION ➡ INCREASED RETENTION

1. **CLINICAL COMPETENCE**

   Clinical Knowledge Assessment & Education with Skill Training & Competency Validation

2. **CULTURE TRANSITION**

   Culture Integration Knowledge & Validation

3. **LEADERSHIP DEVELOPMENT**

   Leadership & Quality of Care Knowledge & Validation
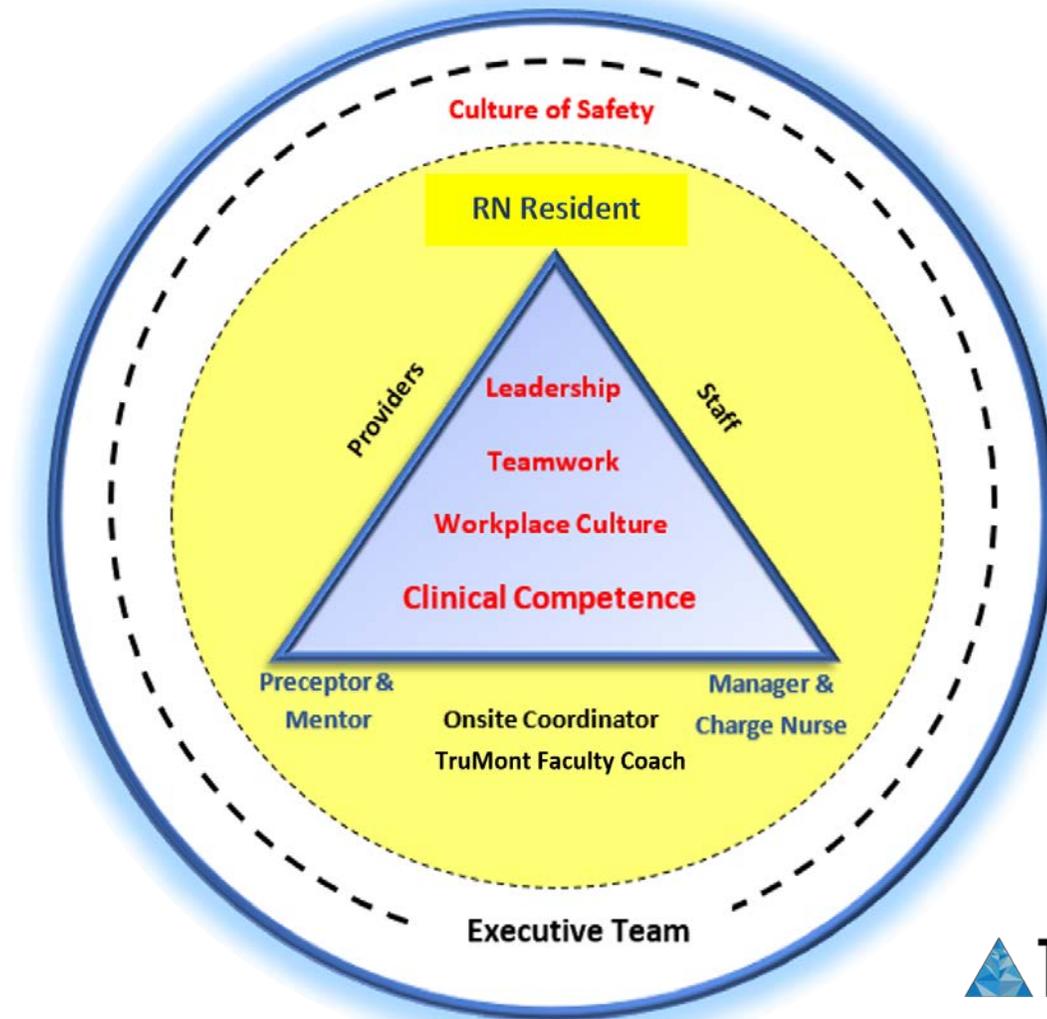
TruMont HHA Apprenticeships
EARLY INTERVENTION ➡ INCREASED RETENTION

ENTRY LEVEL
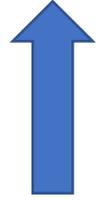
⬆ Retention!!!

Competency

Pay

Respect

Contributing

Team member

1. **BASIC CLINICAL COMPETENCE**
   Clinical Knowledge & Skill Training & Competency Validation

2. **ADVANCED CLINICAL COMPETENCE & CULTURE IMMERSION**
   Advanced Clinical & Culture Integration Knowledge & Validation

3. **SPECIALTY PRACTICE & MENTORING DEVELOPMENT**
   Specialty HHA & Mentoring Knowledge & Validation

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Apprenticeship Delivery: Blended Learning

Online

TruMont Faculty Coach

- Virtual Learning Modules
- Clinical Simulations
- Knowledge Validation
- Tutoring Conferences
- Cohort Conferences & Discussion Forums
- Preceptor & Mentor Development
- Tracking & Feedback Loops

Onsite

Preceptor & Mentor

- Train to Standards
- Clinical Skill Validation
- Integration into the Care Team
- Quality Improvement Project

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Timeline

COMPLETION

MENTOR 5:1
Culture & Leadership
Immersion

PRECEPTOR 1:1
Clinical Immersion

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |

Joanna Rostad-Hall, BSN, RN

TRUMONT

Support, Technology, & Reporting To Drive Successful Programs!

Turnkey solution, built for all healthcare settings

Ongoing Enrollment for Real-time Recruitment

Powerful Employee Engagement & Retention Platform
- Mobile-first training
- Built In texting reminders & encouragement
- Invitations to live sessions
- Easy to upload projects and engage with Training Provider
- Built In Surveys
- Robust Retention & Engagement Reporting

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