

## 2019-2020 Pre-License Clinical Placement Capacity Information Brief: September 2019

**Brief Summary:** In 2011, HSCN engaged with schools of nursing and clinical education sites to launch the Centralized Clinical Placement System (CCPS) as a response to decreased access to clinical placements for students. The CCPS program has increased transparency in clinical placement requests amongst schools, increased accuracy of clinical facilities securing preceptors for RN students, and ensured nursing students clinical education sites since the initial implementation.

The HSCN utilizes the Clinical Placement Capacity Survey, [the Education Capacity Survey](#) and current Centralized Clinical Placement System Data (CCPS) to identify potential changes to clinical placement availability among participating and non-participating partners. HSCN used the survey results, coupled with CCPS placement data, to forecast the 2020 placement availability.

### 2019-2020 clinical placements capacity highlights;

- ▼ Due to cohort size capitations and increases in per class rotations, the total number of cohort groups is expected to increase by 12% from AY 2018-2019.
- ▼ A decrease of 178 total cohort type student placements.
- ▼ 23 students/~15% of cohort type placements due to unit closures.
- ▼ An increase of 6 students/~3% of total placement gains is expected for the AY 2019-2020.

### Clinical placements constraints;

#### Most Reported Constraints by Facilities;

- ▼ Unit Closures Due to Low Census Rates
- ▼ Staff Turnover
- ▼ Preceptor Preparation
- ▼ Preceptor Availability
- ▼ Staff Turnover

#### Most Reported Constraints by Schools;

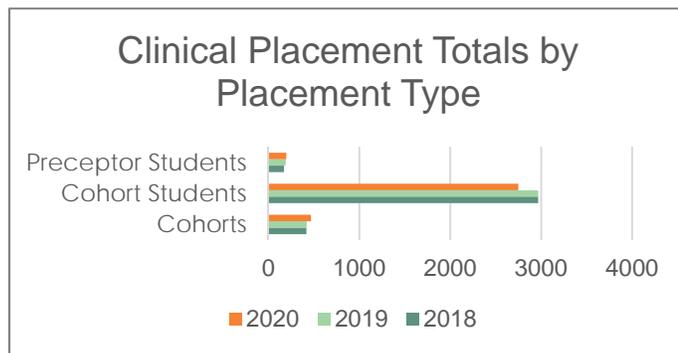
- ▼ Preceptor Availability
- ▼ Cohort Size Reductions (1:6 ratio)
- ▼ Availability of Tele & Med/Surg. Placements
- ▼ Imposition of Facility Student Fees

### Strategies employed to address clinical placement constraints;

Decreases in cohort size and preceptor availability impacts the number of placements needed to educate the same number of students, adds faculty demands on the schools and, increases the demand for alternative cohort placements and creates a need for alternative cohort compositions. The Hawai'i schools of nursing implemented new strategies and operational changes to ensure Hawai'i's nursing students were provided adequate clinical exposure. These include;

- ▼ Increase in the utilization of simulation.
- ▼ Implementation of new rotation models, which include multiple shorter rotations.
- ▼ Increase of preceptor to student ratio to 1:2.

Graph 1. Total CCPS Cohort Placement by Type.

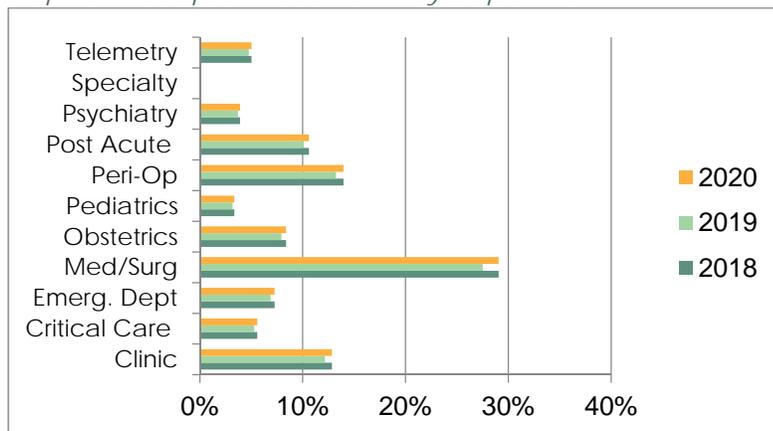


Overall clinical placements for pre-license nursing programs is expected to have very little change over the previous year for cohort type placements; 11 students/0%. The largest changes are expected to occur in the quantity of total cohorts as the student/cohort ratio decreases to an average of 6:1. Additional changes are expected in the distribution of placements across the various department types.

Table 1. Total Hawai'i CCPS Cohort Placement Types by Department.

Placements for Cohorts By Department Type	2018 Actual		2019 Actual		2019 Est		Student Chg.	
	Students	Cohorts	Students	Cohorts	Students	Cohorts	Amt.	% Chg
Clinic	105	36	229	43	235	45	6	3%
Critical Care	38	7	16	3	14	3	-2	-13%
Emergency Dept.	6	3	8	2	8	2	0	0%
Medical/Surgical	808	160	907	108	886	140	-21	-2%
Obstetrics	612	69	505	100	505	100	0	0%
Pediatrics	484	66	423	74	450	73	27	6%
Post-Acute	360	40	242	31	245	40	3	1%
Psychiatry	380	18	295	45	315	50	20	7%
Specialty	0	0	0	0	0	0	0	0%
Telemetry	140	22	87	14	89	15	2	2%
<b>TOTAL</b>	<b>2967</b>	<b>421</b>	<b>2966</b>	<b>417</b>	<b>2747</b>	<b>468</b>	<b>51</b>	<b>2%</b>

Graph 2. Preceptor Placements by Department



**Key Findings**

-  Preceptor placement is expected to increase of **6%** due to increases in program enrollment.
-  Facilities continue to report preceptor preparation and availability as a constraint for clinical placements.

During the 2018-2019 AY, clinical placements in non-acute care facilities increased by 9%. This is expected to increase by up to 15% as acute care facilities reach saturation in 2019.

## Ongoing Pre-license Clinical Placement Considerations:

### Simulation:

An NCSBN study\*\* found that high-quality simulation experiences could be substituted for up to 50% of traditional clinical hours across the prelicensure nursing curriculum. 50% threshold now included in NCSBN Model Rules\*\*\*. Nursing HAR\* requires 120 semester credits for BSN, 64 for ADN, and 49 for GEPN pre-license, with at least 40% of the nursing credits shall be laboratory or clinical instruction.

Currently there are no State of Hawai'i Board of Nursing (BON) specialty clinical or didactic minimum requirements for current ADN/BSN programs. The BON in process of identifying standards.

### Nurse Residency Programs (NRPs):

Two facilities reported an increase in new graduate hiring and an increase in the total number of new nurse graduates in NRP's. These facilities report a decrease in the availability of some clinical placement rotation opportunities due to overlap with NRP's operating in some departments.

New nurse graduate hiring fluctuates greatly between facilities and across time. Several factors effect institutional hiring, such as improvements in the economy and increases in nursing demand as patient acuity and population demographics shift. Comprehensive research on the long term effects of NRP competition on clinical placement availability for nursing students is scant. Further investigation into this topic may become necessary as more clinical facilities adopt NRP's into their operations.

### BON Refresher Courses:

Beginning on July 1, 2017 non-exempt licensed registered nurses and licensed practical nurses are required to complete an approved learning activity within the prior biennium to meet continuing competency requirements re-licensure standards. One of the Hawai'i Board of Nursing (BON) approved learning activity options is the completion of a refresher course, designed for practical or registered nurses returning to practice after more than five years\*\*\*\*.

The BON refresher course standards requires sixty (60) hours of clinical practice in addition to (60) hours of didactic studies, which may increase clinical placements in Hawai'i facilities and create competition for clinical placements with pre-license nursing education programs. The demand for the BON refresher course is currently unknown. Further investigation is required to assess the potential impact on clinical placement availability. Currently, a BON approved refresher course is not offered locally.

\*Hawai'i Administrative Rules

[http://cca.hawaii.gov/pvl/boards/nursing/statute\\_rules/](http://cca.hawaii.gov/pvl/boards/nursing/statute_rules/)  
HAR16-89-45- i (pg 89-22)

\*\*NCSBN Model Rules (p13)

[https://www.ncsbn.org/17\\_Model\\_Rules\\_0917.pdf](https://www.ncsbn.org/17_Model_Rules_0917.pdf)

\*\*\*Alexander, Maryann, Carol F. Durham, Janice I. Hooper, Pamela R. Jeffries, Nathan Goldman, Suzan "Suzie" Kardong-Edgren, Karen S. Kesten, et al. "NCSBN Simulation Guidelines for Prelicensure Nursing Programs." *Journal of Nursing Regulation* 6, no. 3 (October 2015): 39-42. [https://doi.org/10.1016/S2155-8256\(15\)30783-3](https://doi.org/10.1016/S2155-8256(15)30783-3).

\*\*\*\* Hawai'i Administrative Rules

[http://cca.hawaii.gov/pvl/boards/nursing/statute\\_rules/](http://cca.hawaii.gov/pvl/boards/nursing/statute_rules/)  
HAR 16-89-132