



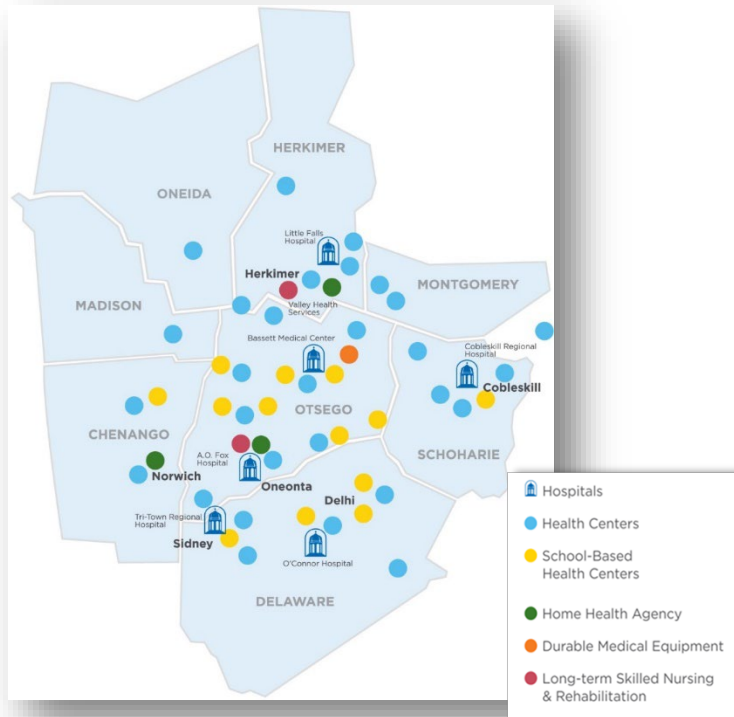
Bassett Healthcare Network

Fortifying the Nursing Pipeline:
How to Create Partnerships that Get Results

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Bassett Medical Center



Bassett Healthcare Network



Bassett Healthcare Network covers approximately 5600 square miles and includes:

- 5 hospitals
- 107 health clinics
- 26 school-based health clinics
- 2 nursing homes
- home care organizations

107 Ambulatory clinics located throughout eight counties offering:

Primary Care	Cancer Treatment Center
Pediatrics	Orthopedics
Women's Health	ENT
Cardiology	Surgical
Dental	Eye Care
Dialysis	Palliative Care
Wound Care	Endocrinology
Urology	Procedural/ASU

26 School Based Health Centers located across four counties offering:

- Comprehensive Physical Examinations
- Comprehensive Health Care
- Preventive Dental Services
- Mental Health Services



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The Benefit of Partnerships in Rural Healthcare

Nursing Education Partnership Program



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Bassett Healthcare Networking Nursing offers a partnership with 20+ local, regional, state, and national schools to support BHN Nurses to obtain higher education.

Schools in current Partnership Program include:

- Aspen University
 - Binghamton University
 - Capella University
 - Case Western Reserve University
 - Chamberlin University
 - DCMO BOCES
 - Drexel University
 - Excelsior College
 - Fulton Montgomery CC
 - Grand Canyon University
 - Hartwick College
 - Herkimer BOCES LPN
 - Herkimer CC
 - Mohawk Valley CC
 - Morrisville State College
 - St. Elizabeth College of Nursing
 - SUNY Delhi
 - SUNY Polytechnical Institute
 - University of Rochester School of Nursing
 - Utica College
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Supporting Nursing Student Clinical Experiences



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BHN Nursing collaborates with 16 + schools to support students obtain clinical experience within the Bassett Healthcare Network clinical area to support advancing education in nursing practice for LPNs, RNs, and Nurse Practitioners.

- Capella University
 - Columbia
 - CUNY Schools
 - Decker School of Nursing
 - Delhi
 - Grand Canyon University
 - Hartwick College
 - Herkimer BOCES (LPN)
 - Keuka College
 - MVCC
 - Maria College
 - Morrisville
 - Onondaga
 - Otsego County BOCES (CNA)
 - St. John Fisher
 - SUNY Poly
 - University of Phoenix
 - University of Rochester School of Nursing
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Pipeline Job Opportunities



Community involvement to include networking with local high schools to recruit for unlicensed personal to support early interest in healthcare positions to include Nursing Assistants, Unit Clerks, Techs, Phlebotomy, and Telemetry Support.

- Cooperstown Central School
 - Cherry Valley Central School
 - Edmeston Central School
 - Gilbertsville - Mount Upton Central School
 - Laurens Central School
 - Milford Central School
 - Morris Central School
 - Oneonta High School
 - Richfield Springs Central School
 - Stamford Central School
 - Schenevus Central School
 - Unatego Central School
 - Unadilla Valley Central School
 - Worcester Central School
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Youth Partnerships



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Volunteer Program

- Interested Youth in local High Schools attend a 1 week training at Hartwick College to support education for providing support care needs for patients in a volunteer role.
- Students then apprentice as volunteers for a following week in direct patient care areas to support their interests and knowledge of healthcare professional opportunities.

New Visions Program

- Senior High School Students from 12 local High Schools are selected to spend senior year on campus with integrated learning and internship cycling through various healthcare departments to establish knowledge and early decision on career planning.
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Interdisciplinary Training

“Training teams on how to care for patients together”

Partnership between BMC and Hartwick College to practice clinical care simulation as an interdisciplinary team.

Nurse Residents, Nursing Students, and Medical and Surgical Residents participate in collaborative care simulation to improve communication and clinical outcomes.

Clark Foundation Scholarship Partnerships



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- The foundation supports local college students within 12 local high schools for financial support in attendance for college.
 - BMC Nursing Leadership partnered with local foundation to provide and expansion of scholarship to current nursing students in ADN/BS local programs with widened financial compensation ranges committed to field of study in the nursing profession.
 - In addition, successful Clark Foundation Scholarship nursing students that commit and serve a minimum of 2 years will receive a retention bonus at 1 year of service and 2 years of service.
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Partnerships in Professional Development



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Nurse Residency Program – PTAP



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RN residency program began in 2006 to support new graduate nurse transition to practice .

BMC accredited from ANCC and recognized as #219 to obtain PTAP in 2021.

- Improves Nursing Satisfaction, Retention, and Engagement of new nurse
 - Improves knowledge and competency with support from unit educator, program manager, nursing education, and simulation lab.
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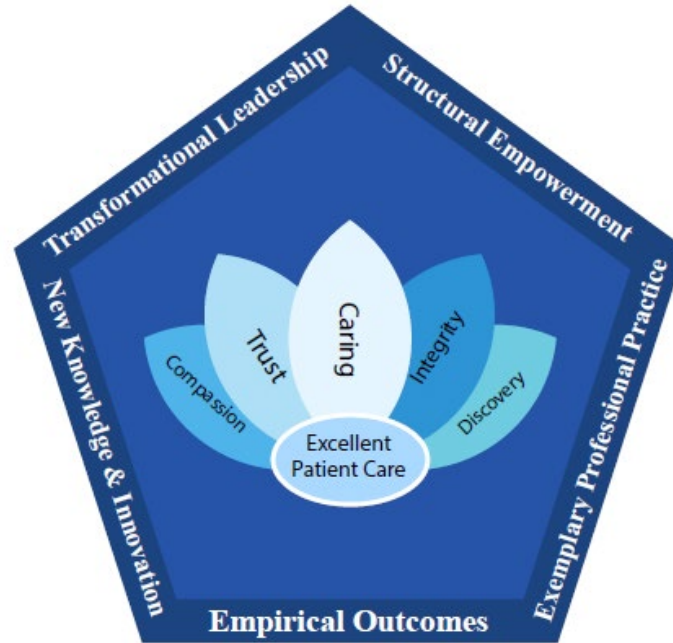


- Clinical Ladder Advancement (RN, LPN, NA)
 - Leadership Practicum Support for Nursing Leadership Students
 - ANM Leadership Development
 - Nursing Leadership Competency
 - Cohort Education Opportunities
 - Policy and Advocacy Involvement and Mentorship
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Nursing Professional Governance



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- Watson Caring Rooms to support nursing team wellness
 - Implemented Nurse Peer Support group
 - Grand Rounds focused on Wellness, Self care, Ethics, and Gratitude in 2021
 - BHN Nursing Affiliate Jean Watson Caring Institute
 - Nursing Leadership attended National Summit on Promoting and Well-Being and Resilience in Healthcare Professionals in September of 2022
 - BMC Nursing Leadership Presented at NHCGNE 2022 Virtual Leadership Conference
 - Research to gain more insight on Nursing Wellness at Bassett through Bassett Scholars and Bassett Research Institute
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Innovation in Technology and Partnerships



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- Rover App to support Clinical Care and Documentation and Medication Administration
 - Work-Flow Innovations and Technology Enhancements (Hand Hygiene, Leaf System, and Nurse Call System)
 - Remote Monitoring for Patient care and Bedside Safety Attendant
 - Leaf system
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Survey 2023



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