Objectives

1. Discuss innovative opportunities for nursing students to build knowledge and skills essential to the roles of Psychiatric Mental Health nurses through collaborative learning approaches, simulations, Designated Education Units, role modeling, residency/internship programs and student mentorships.

2. Describe strategies to assure graduate PMH nurses are provided high quality, valuable didactic & clinical experiences leading to post-graduation competency.

3. Identify strategies to improve recruitment and retention of new graduate RNs in the psychiatric nursing field.

Educational Experiences PMH Nurse Practitioner (MSN & DNP)

- Didactic Experience
  - Curriculum content
  - National Organization of Nurse Practitioner Faculties (NONPF) guidelines
  - Clinical Content
  - Psychotherapy
  - 2 modalities

- Clinical Experiences
  - Quality
  - Comprehensive
  - Populations
  - Diagnoses
Didactic Experiences

- Most PMHNP programs have a hybrid approach
  - In class (Brick and mortar)
  - Online
- Lectures
- Problem-based learning
- Simulated learning experiences
  - Objective Structured Clinical Examination (OSCE) (Aronowitz et al., 2017)
  - Stations with clinical scenarios (simple to complex)
  - Actors/student may be used as patients
  - Can be used both as a teaching tool and measurement of knowledge, skills, and judgment
  - Increases cultural humility and reflection

Didactic Opportunities

- Therapy
  - Cognitive Behavioral Therapy Children and Adolescents (Lusk et al., 2017)
  - COPE (Melnyk, 2003)
  - Didactic 4 hour workshop
  - 7 small group practice sessions
- Qualitative study (N=118 PMHNP students)
- Results –
  - Positive outcomes –
    - Increase in usefulness
    - Improved understanding what type of therapy is best and when referral is needed
    - Eager to seek out more continuing education to increase knowledge
    - Increased confidence in delivering holistic services rather than only a medication prescriber.

Factors to Consider for Clinical Placement

- Location
  - Rural
  - Urban
- Availability of preceptors
  - Amount of clinical experience
  - Time and support for teaching (private vs academic settings)
Factors to Consider for Clinical Placement

- “Goodness of fit”
  - Personality match
  - Degree of experience of the student and preceptor
  - Degree of autonomy desired by student
  - Degree of support and direct teaching needed

Factors to Consider

- Student Preferences
  - Specialty Experiences
    - Trauma and Attachment
    - Correctional Facilities
    - Child and Adolescent
    - Gerontology
    - Veterans Administration
    - Substance Use Disorders

Support for Preceptors

- Recognition for Work
- Communication
  - Faculty
  - Student
  - Central communicator
- Credit for recertification
  - Letters with number of hours student spent with preceptor
- Remain in good collaboration with preceptors
- Offer handouts with course descriptions
- Discussion with students about courtesy toward preceptors
Work Experiences PMHNP

- Demand is High
  - Affordable Care Act increased demand
  - Need for providers who can provide the full scope of practice
  - Increasing demand in geriatrics and community mental health services (Delaney, 2016)
- Expanding capacity
  - Integrated care within Primary Care
  - Team-based approach
  - Increase in mental health screenings
  - Substance Use disorders
  - Telehealth

Recruitment and Retention Psychiatric Nurses (Undergraduate level)

- Psychiatric Mental Health Nurses
  - Comprise 4% of the nursing work force (Delaney, 2016)
  - Difficulty attracting and retaining
  - New nurses feel “devalued” and isolated by other nursing colleagues (Hopper et al., 2016)
- For those that seek mental health nursing field
  - Attrition is high (Hopper et al., 2016)
    - Negative experiences in first year
    - Role ambiguity
    - Inconsistent Preceptorship

Recruitment and Retention Psych Nursing

- BHECN –
  - Efforts to get involved in psychiatric clinical experiences
  - Psychiatric Nursing Special Interest Groups
  - Increase awareness of opportunities in Mental Health Nursing
  - Support preceptorships
  - Define role and assure competencies
  - Renew the value as a Psychiatric Mental Health Nurse

https://www.unmc.edu/nursing/programs/programs-career-paths.html
References


