



# **Recruiting Rural Nurses to Become Advanced Practice Registered Nurses in Rural Colorado**

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**What brings you here today?**

# **Clinical Problem: Access to Care**

**Healthy People 2020 Goal:**

**“Improve access to  
comprehensive, quality  
health care  
services...Increase number  
of practicing nurse  
practitioners.”  
([healthypeople.gov](http://healthypeople.gov), 2014)**



# **Background & Significance**

- **ACA and Medicaid Expansion**
  - **High utilization of ED's**
- **Newly insured's report challenges in finding a primary care provider.**
- **Rural population in Colorado continues to grow...**
  - **Rural provider #'s shrinking.**

**(Colorado Health Institute, 2014)**

CINHAL, PsycInfo, PubMed – 438 articles identified

69 articles retained for review

L I T E R A R Y



Keywords included; *rural, nurses, providers, physicians, nursing students, underserved, recruitment, retention, primary care, shortage, APRN, family nurse practitioners, and nurse practitioners.*



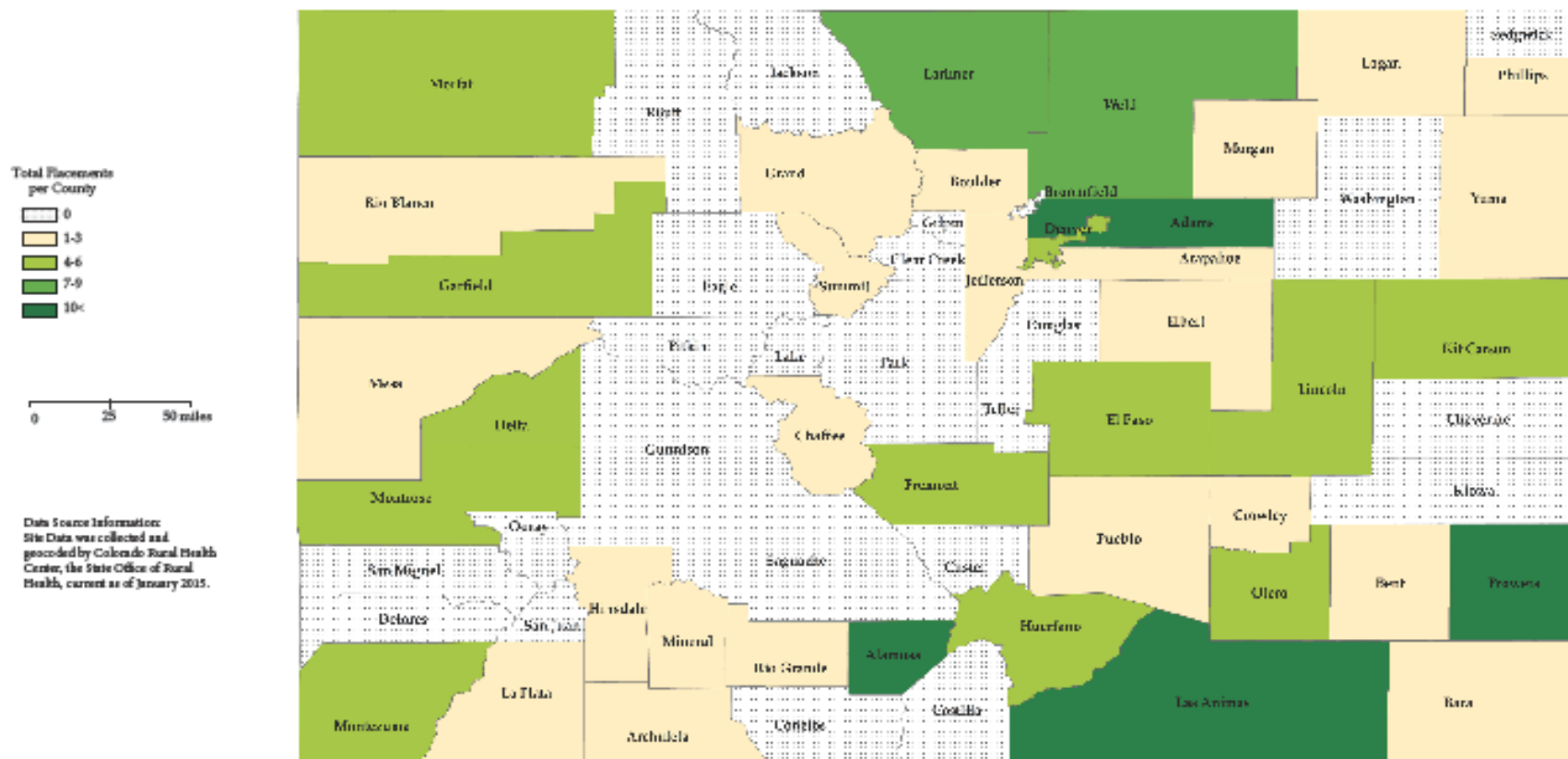


# SYNTHESIS

- Maldistribution of PCPs in Colorado and nationally
- Rural and Underserved communities most at risk
- Loan repayment programs help mitigate the shortages for awhile
- Limited retention of providers after loans are paid off.
- Providers who are from a rural and or underserved community are more likely to be retained and work in that or a similar community



# Colorado Provider Recruitment: placements, 2005-2015

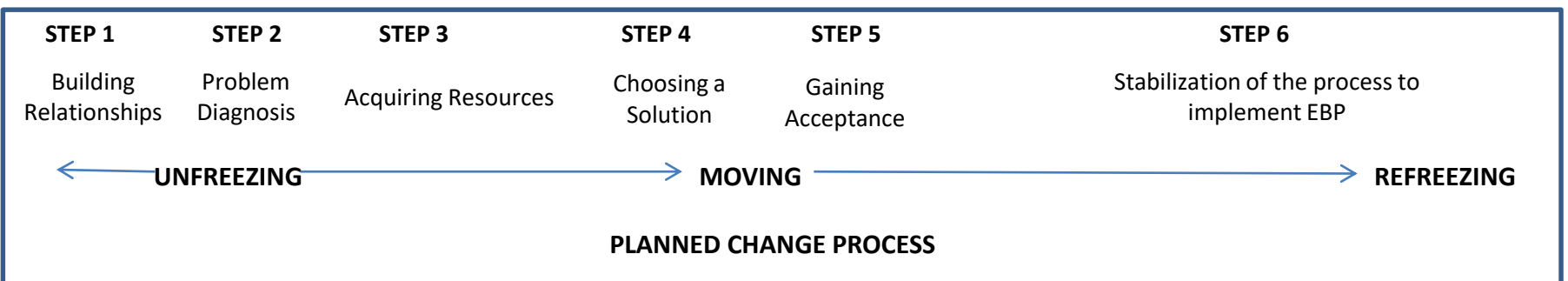
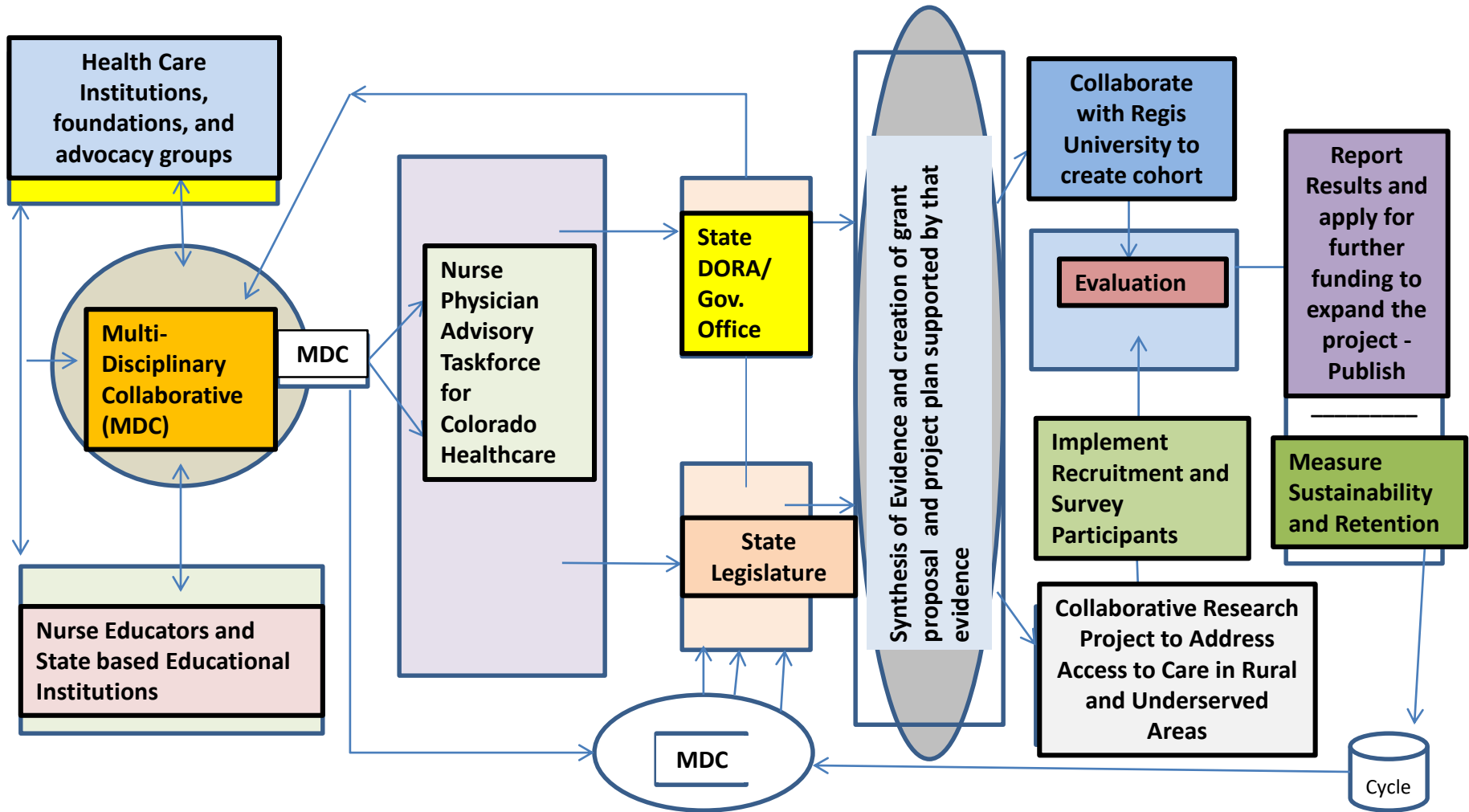


\* 166 placements have occurred between 2005 and 2015.

**COLORADO  
RURAL HEALTH  
CENTER**

*The State Office of Rural Health*

# TYLER COLLABORATIVE MODEL FOR EVIDENCE-BASED PRACTICE



Stipend

Coaching

School application assistance

Clinical placement assistance

Employment assistance

Community matching funds

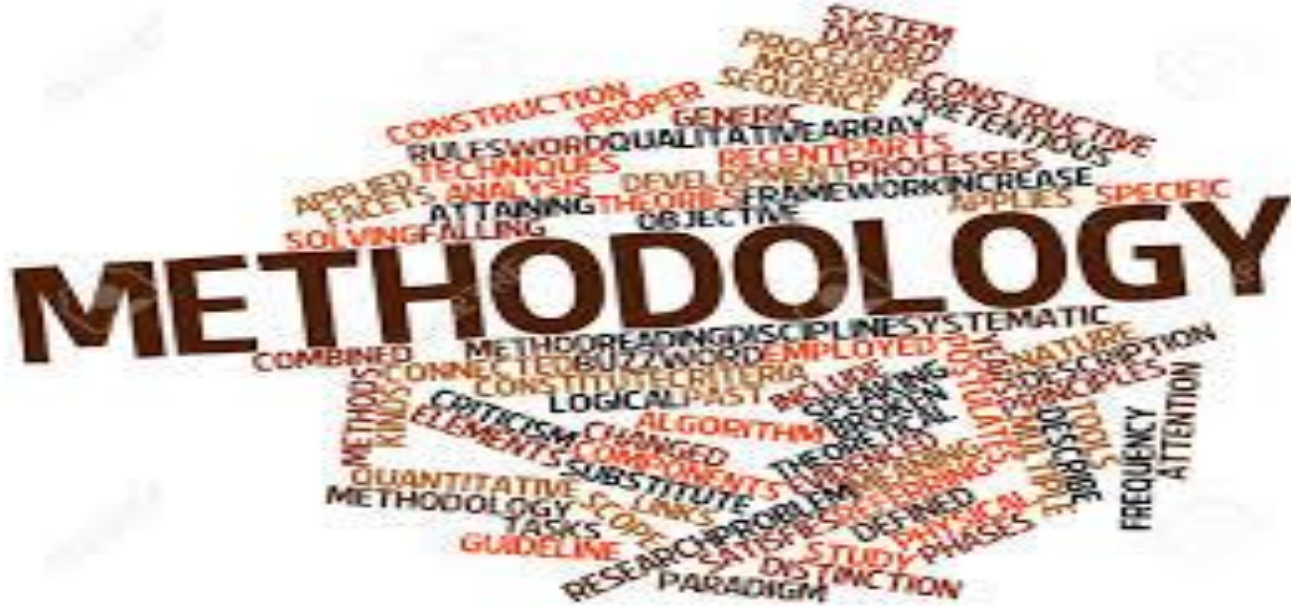
Contractual obligation to serve  
community





# Partnership with a Rural and Underserved APRN Program





- **Arizona State University Independent Review Board - Exempt**
- **Nursing Community APGAR Questionnaire – Likert Scale Survey with 2 open-ended questions sent out via Survey Monkey.**
- **50 factors grouped into five classifications of 10 factors each**
- **Convenience sample – 36 surveys sent out – 34 returned - 94.4% response rate**
- **Kolmogorov-Smirnov Test – Non-parametric – Goodness of Fit Distribution**



# Demographics

- 70% - Caucasian
- 94.4% - Female
- 97% - Currently living/working in a rural/underserved community
- 76% - Raised in a rural/underserved community
- 11.1 years – Average years as a Registered Nurse
- 37.7 years – Average age

# Classifications indicated as significant in the K-S



**Management and Decision Making – Importance –  $p=.006$  (N=28)**

- Mean Score=36.10 (SD = 3.90)

**Practice Environment – Importance –  $p=.002$  (N=33)**

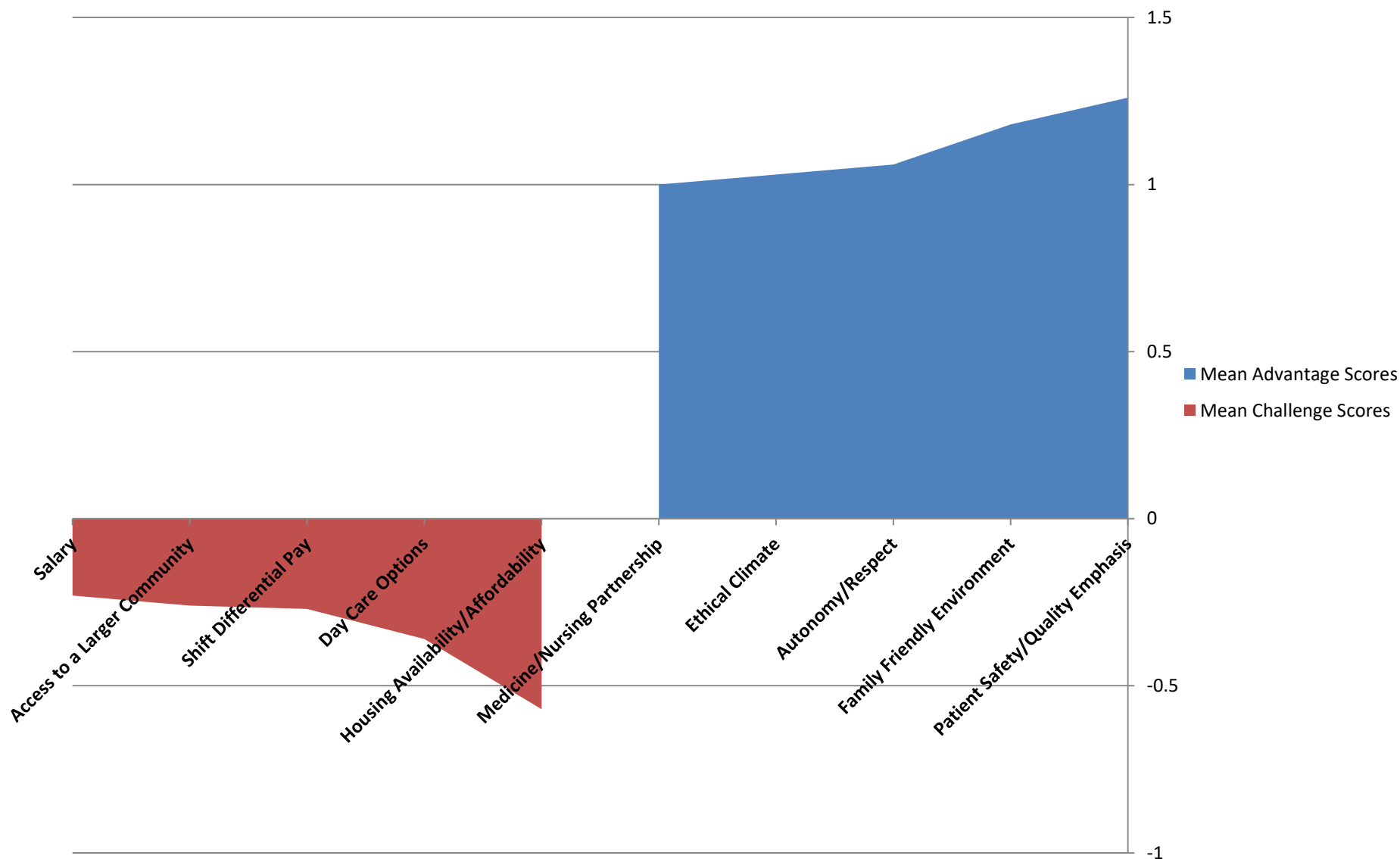
- Mean Score=37.00 (SD = 3.15)

**Overall Total Score of NCAQ Instrument –  $p=.001$  (N=14)**

- Mean Score = 196.71 (SD = 53.40)

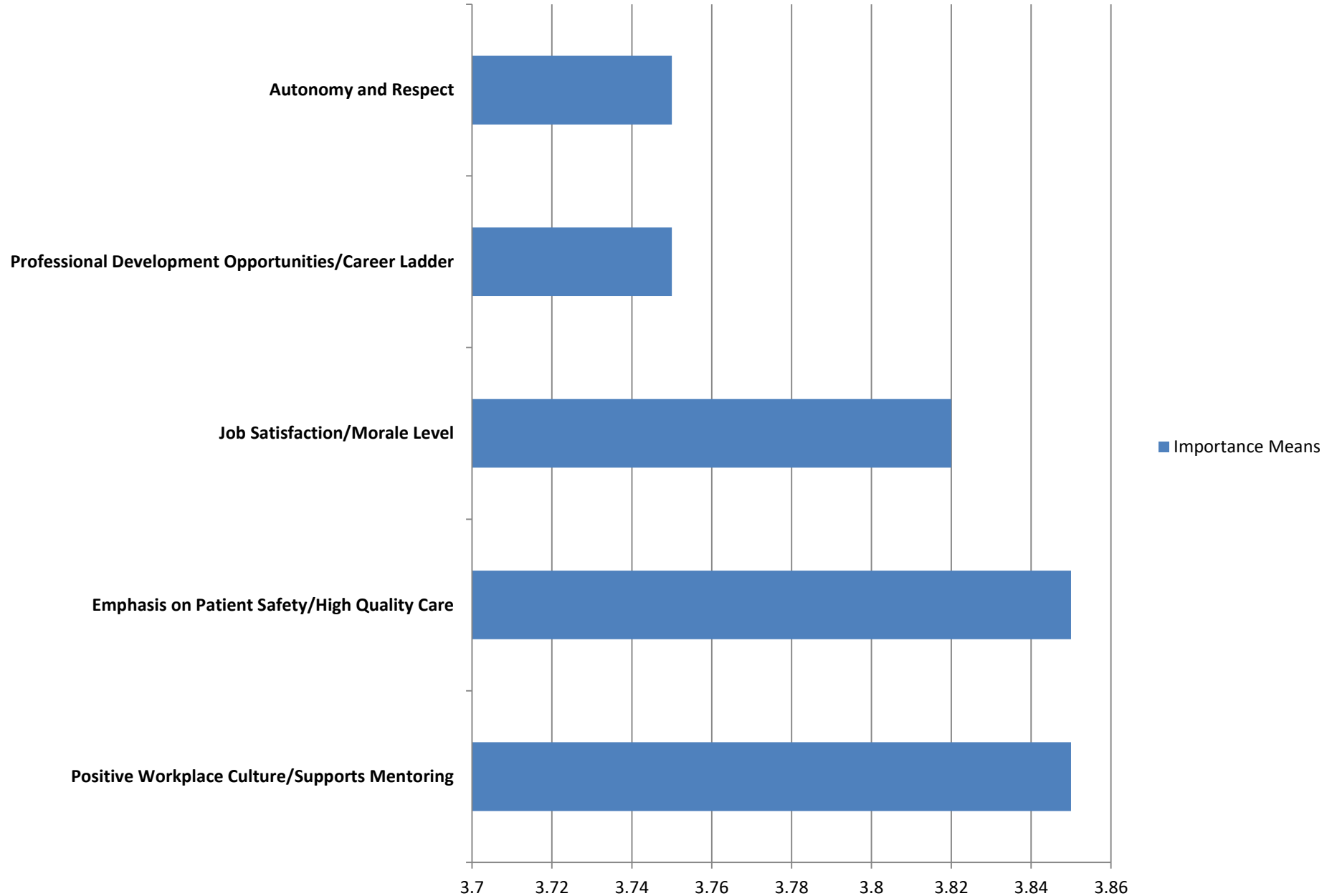
*only significant outcomes*

**Figure 1 - NCAQ Mean Scores Indicating Highest Advantages and Challenges**





## NCAQ with Highest Importance Ratings



# Text Analysis

**“What are your greatest barriers to returning to school and becoming an APRN provider in your community?”**

- **Cost**
- **Financial**
- **Family**
- **Money**
- **Community**
- **Commitment**
- **Funding**

**“What can overcome these barriers?”**

- **Scholarships**
- **Financial assistance**
- **School, flexible**
  - **Cost**
- **Financial support**





## Significance and Implications for Practice

Rural Nurses are willing to return to school to become APRN providers and build a local provider pipeline.

**They need:**

**Financial, Community, and Statutory Support**

**Could create a new model for building a provider workforce in healthcare shortage areas.**



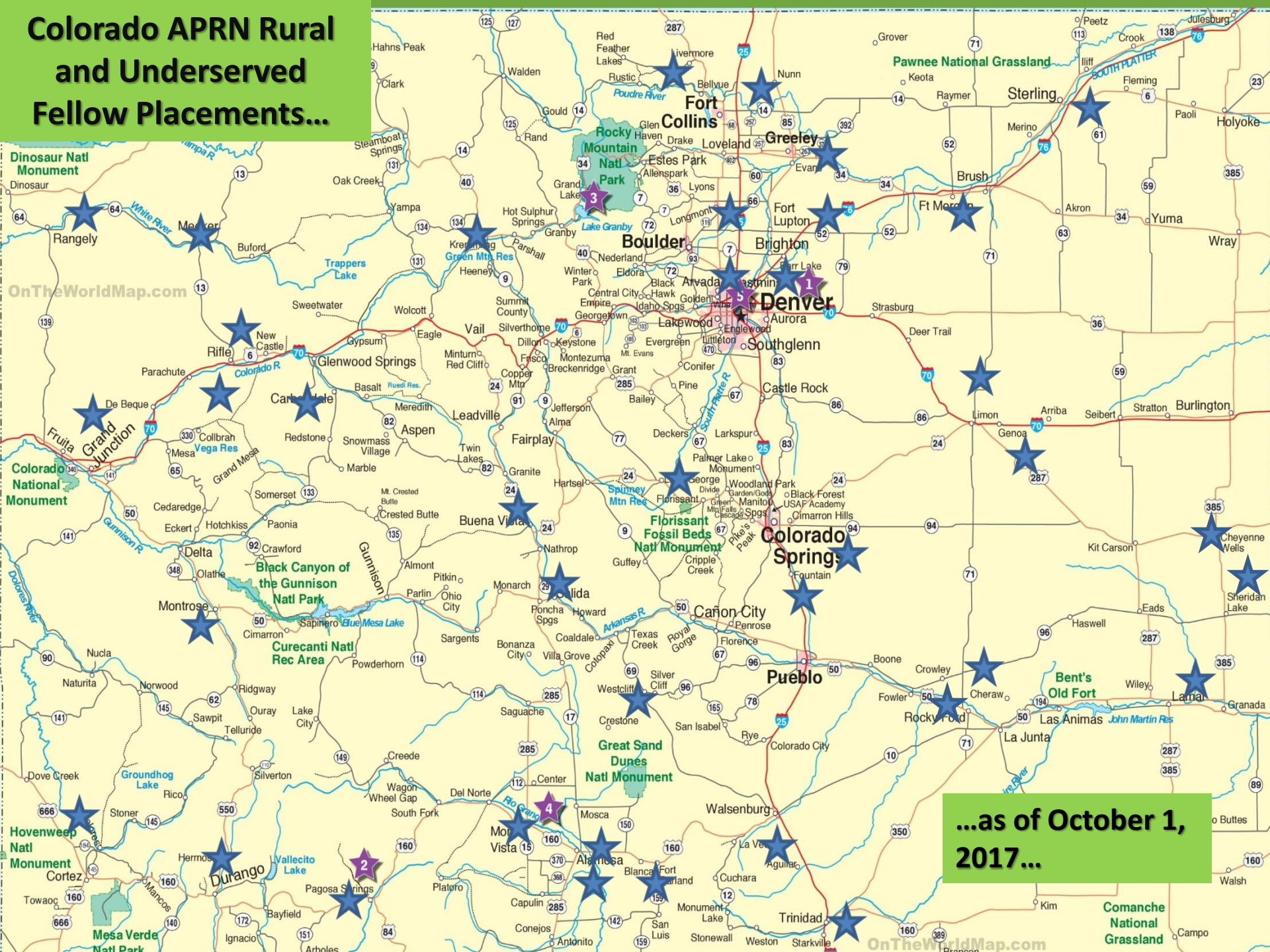
# Limitations

A close-up photograph of a small, vibrant green seedling with two leaves emerging from a deep crack in a dark, rugged rock. The rock's surface is highly textured with various shades of grey and black. The seedling is positioned centrally, symbolizing growth and overcoming adversity.

- NCAQ format
- Ensuring Objectivity



# Colorado APRN Rural and Underserved Fellow Placements...





# Unexpected Challenges

Unaccredited BSN  
education

Employer flexibility  
for clinical  
placement time

Community matching  
funds



## Opportunities for Further Research

Phase 1: Rural APRN  
Recruitment

Phase 2: Rural  
APRN Graduation  
Rates

Phase 3: Rural APRN  
Retention – five years post  
graduation



**“Grow Your Own” rural APRN recruitment strategies have great potential to create an APRN primary care provider model in rural and underserved communities.**

**REQUIREMENTS: Financial, Community, and Statutory Support**



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**Questions?**