INTRODUCTION

Over 50% of RNs report decreased work engagement, job satisfaction, & burnout during their career (Joint Commission. 2019). RN burnout: associated with 2 themes:
- perception of engagement in meaningful & motivating work
- perception of personal ability to disconnect & decompress (Press Ganey, 2018).

This novel Career Crafting Program for Nurses is adapted to address the task, cognitive, and relational aspects of work by connecting RNs with job resources to:
- enhance learning and development
- achieve work-related goals
- reduce barriers to finding joy in work.

By elevating targeted skills, activities & resources RNs learn to align strengths, motives, & passions within their roles & career path, thus improving work experience & engagement.

OBJECTIVES

Goal
This DNP pilot project created a Career Crafting Framework and Training Program for Nurses in a large US urban teaching hospital.

AIMS
1. To create a Career Crafting Framework and Training Program for RNs in a large US urban teaching hospital.

2. To implement and evaluate the Career Crafting Training Program.

3. To make recommendations for the scaling and sustainability of the program.

METHODS

Aim 1. The Career Crafting Program was created by adapting an evidence-based Job Crafting model & integrating selected healthcare contextual elements for RNs using the IHI Joy in Work Framework. The program prototype, comprising 3 pre-recorded 20-minute virtual modules, was offered on-demand to RNs via the organization’s online learning platform.

Aim 2. Completion of pre-Job Crafting Questionnaire (JCQ) was required before participants could access the cascading modules. JCQ assesses self-efficacy of task, cognitive, and relational crafting skills. Completion of post-JCQ and Program Evaluation Survey was required for CEUs. Evaluation utilized descriptive and bivariate statistics.

Aim 3. Based on results, recommendations were made for sustaining and scaling the program system-wide with potential for national scale.

RESULTS

JQC: administered pre & post program via QR code/weblink to the 30 participants. Each item was compared using a paired T-test. Results show JCQ post-program mean scores significantly higher across the board for each (p=<.0001) when compared to pre-program scores on all items.

Post Program evaluation: Open-ended questions assessed participant satisfaction related to their intent to stay with the organization. 87% reported that the program positively influenced their decision to remain with the organization, in stark contrast to pre-program satisfaction survey results and national trend data.

REFERENCES

