

Yavapai COLLEGE



Employers of Yavapai College 2004-05 Nursing Graduates

Executive Summary
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Nursing and Allied Health Program

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Executive Summary

Employers of Yavapai College 2004-05 Nursing Graduates

In summer 2006, a survey was distributed to Arizona employers of 2004-05 Yavapai College nursing graduates. From a list provided by the Yavapai College nursing department, the employers were located primarily in Yavapai County as well as throughout Arizona. Employers were defined as firms that provide the following services: long-term care, home health/hospice, hospital, office practice and other. Forty-eight (48) graduates from 2004-05 were also identified per the Yavapai College database.

Eight (8) surveys were returned with four of the respondents indicating they have not hired a Yavapai College nursing graduate recently. While the overall response rate may appear low, those responding have hired a large share of Yavapai College graduates in the past three years.

<u>Number of YC Graduates Hired</u>	<u>Number of Employers</u>
2-5 employees	1
11-20 employees	1
21 or more employees	1

Of those surveyed, 63% (five employers) worked in hospitals. One (12%) worked in long-term care, one (12%) worked in home health/hospice and one (12%) worked in an outpatient facility.

Level of Satisfaction with Graduate Preparation

The following components were measured to determine the employers' perspectives of the preparation received by the Yavapai College Nursing graduates. Due to the small number of respondents, the data should be viewed with caution. With the exception of a few "fair" responses, the majority of the employers rated Yavapai College preparation as good or very good. None of the employers gave "poor or very poor" responses to any of the measures.

	N=	% Good/ Very Good
Perform holistic assessments	4	100%
Develop nursing plan of care	4	75%
Provide safe and effective nursing care	4	100%
Perform technical skills correctly	4	75%
Administer medications safely	4	100%
Plan and implement client teaching	4	50%
Evaluate client's response to care	4	100%
Use theory, research, resources, and critical thinking skill to make nursing decisions	4	50%

		% Good/ Very Good
Use holistic caring behaviors that demonstrate respect for clients	3	100%
Integrate client's cultural values when planning & implementing nursing care	4	75%
Use therapeutic communication with clients, families and staff	2	50%
Document in medical record in a thorough and legally correct manner	4	100%
Practice within the ethical and legal framework of nursing role	4	100%
Assume responsibility and accountability for own nursing practice	4	100%
Collaborate effectively with nursing and interdisciplinary terms	4	100%
Manage client care efficiently and effectively	4	50%
Delegate assignments and supervise other personnel appropriately	4	50%
Seek assistance when a situation is encountered that is beyond the nurse's knowledge and experience	4	100%
Use appropriate channels of communication within the organizational structure	4	100%
Follow policies and procedures of your institution	4	100%
Overall satisfaction with this employee's preparation as a registered nurse	4	100%

All (100 percent) of the respondents indicated they would definitely hire another Yavapai College nursing graduate.

Employer Comments

Respondents were asked to comment on workforce needs, the preparation of nursing graduates and any suggestions for improvement. All comments are provided per the following attachment.

Yavapai College

Employers of Yavapai College Nursing Program 2004-05 Graduates

Feedback from employers who hire our students who complete the Nursing Program is essential in the college's effort to improve programs and services. Please complete this questionnaire and return it in the enclosed envelope. Your response will be kept confidential; only aggregate data from the survey is reported. Your reply is greatly appreciated! Please completely fill in the appropriate bubble using No. 2 pencil, blue or black pen.

1. Please indicate your type of facility.

- 1 Long term care
 2 Home health/hospice
 3 Hospital
 4 Office practice
 5 Other (Please specify) _____

NA= Not applicable
 DK= Don't know

2. Please rate how well Yavapai College prepared registered nurses in the following areas.

	Very poor	Poor	Fair	Good	Very good	NA/DK
Perform holistic assessments	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Develop nursing plan of care to help client achieve mutually agreed upon healthy outcomes	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Provide safe and effective nursing care	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Perform technical skills correctly	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Administer medications safely	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Plan and implement client teaching	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Evaluate client's response to care	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Use theory, research, resources, and critical thinking to make nursing decisions	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Use holistic caring behaviors that demonstrate respect for clients	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Integrate the client's cultural values when planning and implementing nursing care	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Use therapeutic communication with clients, families and staff	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Document in medical record in a thorough and legally correct manner	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Practice within the ethical and legal framework of nursing role	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Assume responsibility and accountability for own nursing practice	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Collaborate effectively with nursing and interdisciplinary terms	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Manage client care efficiently and effectively	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Delegate assignments and supervise other personnel appropriately	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Seek assistance when a situation is encountered that is beyond the nurse's knowledge and experience	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Use appropriate channels of communication within the organizational structure	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
Follow policies and procedures of your institution	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6
In general, how satisfied are you with Yavapai College graduates' preparation as registered nurses?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6

3. Please comment concerning preparation of the nursing program graduate related to any of the previous items.

4. About how many Yavapai College nursing program graduates has your company hired in the last three years?

- 1 2-5 6-10 11-20 21 or more

5. Would you be willing to hire another Yavapai College nursing program graduate? (Please comment)

- Yes, definitely _____
 Yes, with reservations _____
 No _____
 Not sure _____

7. Please share any ideas you may have that could help Yavapai College better prepare registered nurses for work at your agency.

8. What are your most pressing workforce development needs in the health care area in terms of positions and skills at your agency?

Thank you for your help!

Please address questions or comments to Tom Hughes, Director of Institutional Research
(928) 776-2205 or tom_hughes@yc.edu

Survey Comments
Employers of Yavapai College Nursing Program 2004-05 Graduates

1. Other (Please Specify)

6. Outpatient

3. Please comment concerning preparation of the nursing program graduate related to any of the previous items.

1. Efficiency, delegation and plan of care/education are areas that improve once the new grads get into a routine for patient care and are not so overwhelmed with “new” experiences.
2. Critical thinking – overall [sic] I find your graduates to be doing well but can still use more critical thinking skills.
3. Many of the questions relate to development of skills that increase with time and experience.
6. I have not hired any graduate nursing students from any colleges in the last couple years. I am unable to fill out this questionnaire.
8. Overall the VA has been very pleased with the quality of preparation of YC Grads. Compared to other schools (inc. BSN prepared) Yavapai is outstanding technically.

7. Please share any ideas you may have that could help Yavapai College better prepare registered nurses for work at your agency.

1. Share with students importance of appearance; body piercings, belly shirts, etc., are not professional and should not be worn on the job.
2. I believe that they are well prepared in theory but need more clinical time. Prior to graduating they should be able to manage a patient load of 3 patients.
3. Time management – this is tough as this [tic] a skill developed over time.
6. I would suggest they volunteer before their graduation – to gain experience and knowledge.
8. VA pts consistently have co-morbidities with one of the main Rx – substance abuse. Nurses having an understanding of addictions is valuable.

8. What are your most pressing workforce development needs in the health care area in terms of positions and skills at your agency?

1. Critical care.
2. Many of the graduates want to work in the critical care setting vs med/surg. If this is going to be the trend than [sic] there needs to be more focus to these area [sic] during school. Thanks for the great job that you do.
3. Depth on the nursing staff.
4. We really need applicants. We have not had any inquiries from Yavapai College.
6. We are short 3 registered nurses at this time. I need RN!!
8. 49% RN staff @Prescott VA are eligible to retire within next 4-5 yrs. Average age of RNs is over 50 yrs. There are few RNs ready to step up to leadership roles. Our needs for staff nurses will grow each year and along with that our needs for nurses looking to make VA a career choice will also grow.

Yavapai College Nursing Graduates

Academic Year	2004-05
Award Type	
Basic Certificate	
Advanced Certificate	
Technical Certificate	
Associate Applied Science	48
Total Awards	48
Total Graduates	48
Gender	
Male	10%
Female	90%
Not Reported	
Ethnicity	
Non-Resident Alien	
Black, non-Hispanic	
Native American	
Asian	
Hispanic	
White	92%
Other	08%
Not Reported	
Residence	
Yavapai County	83%
Other AZ County	15%
Out of State	02%
Out of Country	
Not Reported	
Age	
Under 20	
20-24	17%
25-29	25%
30-39	31%
40-49	25%
50-59	02%
60 and over	
Not Reported	