



APRIL 15TH, 2022

THE INCATS TRIBAL ACADEMIC PRACTICE PARTNER (TAPP) SUMMIT EVALUATIONS

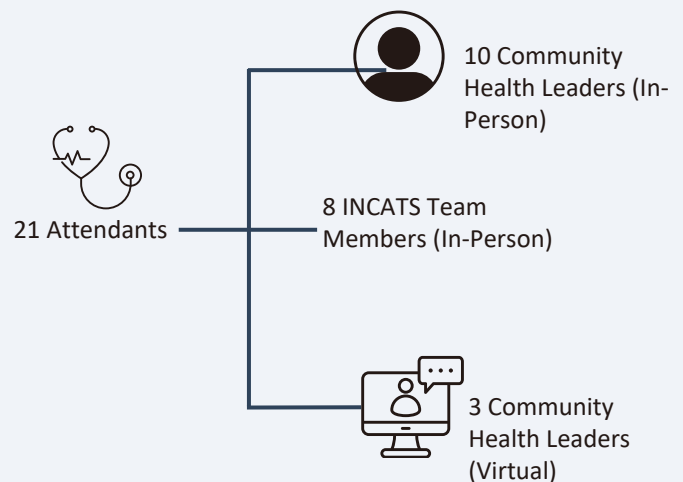
On April 15, 2022, the INCATS program hosted an inaugural Tribal-Academic-Practice Partnership (TAPP) Summit. Our goal was to explore, share, and coordinate nursing education resources and training needs to develop and strengthen the tribal nursing workforce. Sponsorship was also provided by the Central Arizona Area Health Education Center.

The TAPP Summit served as a mechanism to create collaborative methods to:

1. Institute education and training exchange programs to enhance cultural competency
2. Create pathways for Native American people interested in nursing
3. Provide continuing education to nurses and nurse practitioners

We envision the collaborative group will become a comprehensive regional nursing education and practice network that will serve to expand and strengthen access to more Native American individuals for nursing education at the highest basic and advanced levels to improve healthcare delivery for Arizona tribal communities.

ATTENDANTS



REPRESENTATIVES FROM :

- Tséhootsooí Medical Center
- Fort Defiance Indian Health Board
- San Carlos Apache Healthcare Corporation,
- Tohono O'odham Health and Human Services
- Gallup Indian Medical Center
- Arizona Center for Rural Health
- Arizona Advisory Council on Indian Health Care
- University of Arizona College of Nursing Students and Leadership
- Indian Health Services

TAPP EVALUATION RESULTS

COMMENTS ON WHAT STOOD OUT/LESSONS LEARNED

- “Silos exist in the effort to alleviate nursing shortages in tribal communities”
- “I definitely enjoyed the round table discussions”
- “Very impressed with sim lab. also learned quite a bit from other participants”
- “New grad programming”
- “Collaboration”
- “Collaboration with other organizations”

FUTURE TOPICS TO ADDRESS

Develop a strategic plan or guiding document to address how partners work to address shortages



Reaching students early, how to reach middle school and high school students



More Round Table and CON's programs for indigenous communities on the RISE

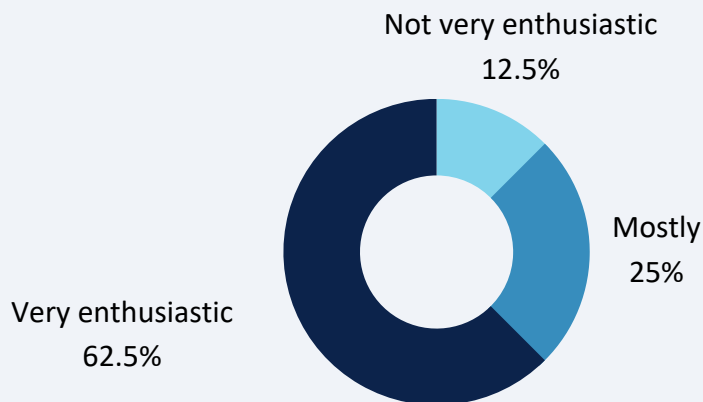


Best practices on nursing workforce resiliency



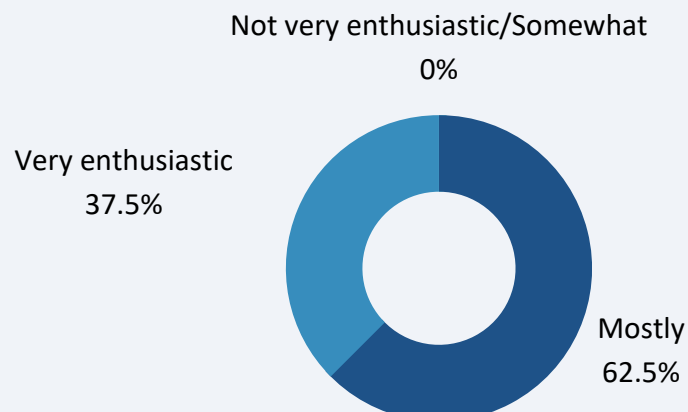
Development of regional partnerships for collaboration

ENTHUSIASM FOR FUTURE DISCUSSION TOPICS



Nursing Leadership: Fostering Team Care

87.5% of respondents mostly or very enthusiastic



Shaping Cultural Humility in Self and Others

100% of respondents mostly or very enthusiastic

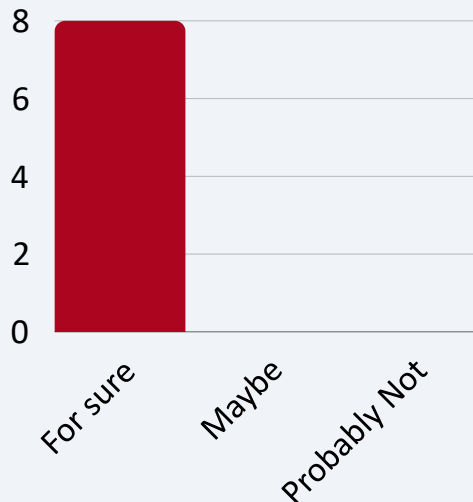


Strengthening RN Resilience for Retention

100% of respondents very enthusiastic

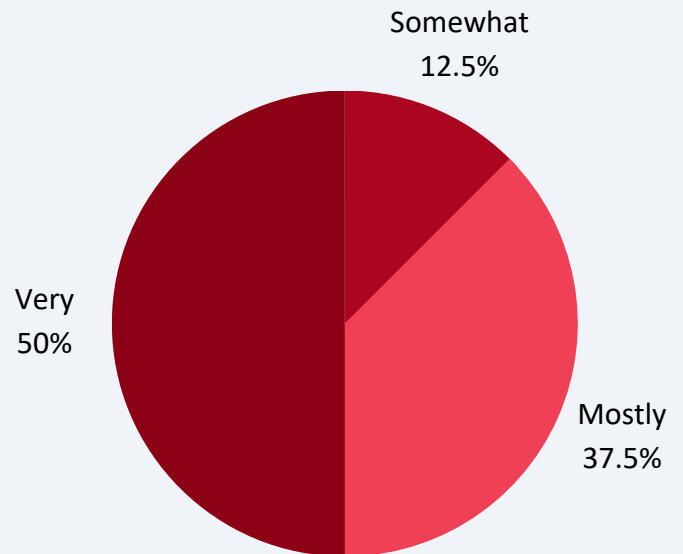
TAPP EVALUATION RESULTS

8 COMMUNITY HEALTH LEADER POST-SUMMIT EVALUATION RESPONDENTS



100% of respondents would **for sure recommend** attending a summit like TAPP to their colleagues

ENGAGEMENT LEVELS



87.5% of respondents reported being mostly or very engaged

WHAT WENT WELL



IMPROVEMENT SUGGESTIONS

- "Would have liked to hear from more tribal communities and systems"
- "Invite nursing students for their perspective on challenges of getting into nursing"
- "More Time"
- "More Time for Discussions"



NEXT STEPS

Our summit participants reported their desire for future meetings and collaborations, expressing appreciation for the round-table style discussion and the space to engage in discussions that will lead toward partnerships and the establishment of best practices for recruitment and retention. Every survey respondent concurred they would recommend similar, future summits to their colleagues. These indications echo not only the success of the INCATS Tribal-Academic-Practice Partner Summit but also signal the ever-intensifying desire and need for a collaborative approach to address the healthcare shortage for Indigenous peoples in the Southwest region.

Key Issues and Challenges

Due to the COVID-19 Pandemic, registered nurse (RN) vacancy rates have increased. Almost 30% of RNs are at risk of leaving their current employer and an estimated one million nurses reported an intent to leave nursing. Often, workforce crises are magnified in rural and tribal health systems which places many Arizona communities at risk for decreased access to nursing services [from AZCoH report, citation]. According to a 2013 report by HRSA, Arizona will have the greatest RN shortage in the nation, a deficit of more than 2,000 nurses by 2025. The highest vacancy rates are in the Navajo region (U.S. GAO Office, 2018), and this discrepancy can only be expected to grow in rural areas.

Many of our partners reported high nursing vacancy rates at their clinical sites, highlighting key issues in providing access to holistic, culturally-aligned healthcare.

- Fort Defiance Indian Health Services: reported up to a 90% RN vacancy rate
- San Xavier Clinic: reported a 50% RN vacancy rate, they indicated this does not even reflect the full need
- Gallup Indian Medical Center: reported a 53-90% RN vacancy rate, citing issues with nursing recruitment and retention
- San Carlos Apache Health Corporation: reported no nursing shortages; their challenge lies in staffing-- less than 10% of their nurses are Native and retention in academic programs is poor

Priorities Going Forward

The summit focused on the major theme of recruitment and retention of nursing staff. There is a call to engage students as early as possible to present nursing as a potential future vocation. Additionally, there's strong need for developing a strategic plan or best practices guide together to directly address how partners are working to face these shortages and fortify the resiliency of the nursing workforce, recognizing the pivotal role mental wellbeing plays. Tribal partners relayed the desire to offer traditional medicine approaches to build wellbeing and resiliency. Our shared vision, and the goal of this summit, is to develop regional partnerships between tribal, academic, and clinical partners, transcending organizational boundaries to develop a unified approach to advancing healthcare access for Native

communities while empowering individual communities to capitalize on their strengths. These priorities now form the foundation upon which we will collectively build a robust and sustainable future for Indigenous nurses and our communities.

Action Steps

Despite the ongoing challenges posed by the COVID-19 circumstances, the INCATS Program recognizes the crucial and urgent need to continue facilitating collaboration. The pandemic has only served to underscore the importance of our mission, given the rising vacancy rates, shortages, and burnout affecting tribal clinics and communities. We propose a series of action steps:

1. Establish Regular TAPP Meetings

To maintain momentum and address the identified needs, we propose establishing a regular meeting schedule of four times a year. Thrice a year will be virtual to ensure accessibility, culminating in a once-yearly in-person TAPP Summit. Answering the call for more time, we will increase the amount and duration of our roundtable discussions as they provide a structured platform for continued dialog, and allow partners the time and supportive space needed to fully express their concerns, experiences, perspectives, and ideas in full. The discussions will be directed by a framework by which we can organize our topics, including challenges faced, suggestions, questions, and solutions, ensuring the impact of future gatherings. These meetings will continue to be focused on our main objectives with the addition of the primary challenge addressed by our partners:

- Institute education and training programs to enhance cultural competency
- Forging academic pathways for AI/AN individuals interested in nursing
- Provide continuing education to nursing professionals
- Enhancing recruitment, retention, and resiliency in nursing professionals

2. Partner with TCUs

In alignment with our first primary objective, we will work with the College of Nursing and regional tribal colleges such as TOCC, SCAC, and Dine College to determine the full list of accepted transfer coursework, enabling future nurses to study in place in their own communities as long as possible before completing their program of study. We also recognize the need to hear the perspectives of current students and aim to invite TCUs to join our conversation and engage students on their path to nursing in the dialog so we may properly understand how to tailor our programs to their needs. This plays into our goal of enhancing nursing recruitment.

3. Creation of a Repository and Website:

Building upon the idea of a repository for best practices, we propose the creation of a dedicated website for our TAPP partners. This website will also house the specific requirements and applicable prerequisites for transferring to nursing BSN programs. Additionally, it will serve as a centralized platform to share guidelines, resources, and information for students and partners alike.

4. Continuing Education:

To address the need for flexible nursing professionals, particularly those who work in rural, tribal serving areas, we are committed to providing continuing education options. We currently are working on a culturally congruent CE course on Motivational Interviewing. Following the production of this material, we will invite user testing and feedback from tribal health professionals and tribal students on aspects such as practical applicability, usability, and the emphasis on cultural humility. We recognize the vital need to invest in training and skill enhancement to empower nurses to adapt to their growing healthcare challenges.

5. Retention Strategies:

We will focus on the development of further retention strategies for those currently in the nursing workforce, empowering these individuals to expand on the wisdom, skills, and experience they already hold and help them to attain their academic and leadership goals. In this, it is important to honor the dedication these individuals have given their communities and ensure appropriate they are receiving appropriate care, compensation, and support in their roles. It is imperative to address burnout, provide mental well-being support, and recognize the efforts of these nursing professionals.

6. Recruitment Strategies:

Continue to address barriers for AI/AN students through the INCATS Program, helping students to become empowered, compassionate, culturally-fluent, flexible, and highly skilled individuals in service to their tribal communities.

We envision the collaborative efforts initiated at the summit will become a regional nursing education and practice network that will serve to expand and strengthen access to more Native American individuals for nursing education at the basic and advanced levels to improve healthcare delivery for Arizona tribal communities. The TAPP Summit will work to play a vital role in facilitating discussion, collaboration, and the fostering of resilience in the healthcare community. This will be key in developing strategies and best practices for addressing workforce shortages and improving healthcare delivery, educational opportunities, and workforce resilience for current and future Native nursing professionals and tribal communities alike.