



Los Angeles County

**COLLEGE OF NURSING
AND ALLIED HEALTH**

School of Nursing
Education & Consulting Services
Allied Health Continuing Education

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**School of Nursing Graduate Survey
Class of 2015-I and 2015-II**

Surveys were sent on December 27, 2016 for Class 2015-I. Reminders were sent an average of every 2 weeks to non-respondents.

Surveys were sent on for June 7, 2017 for Class 2015-II. Reminders were sent an average of every 2 to 3 weeks to non-respondents.

Findings:

Graduating Class	2015-I (42)	2015-II (45)	Overall (88)
Graduates with valid email (n)	42	46	88
Respondents (n, %)	23(55%)	23(51%)	46(52%)
Out of those that responded			
Graduates working as RNs	23(100%)	23(100%)	46(100%)
Unemployed (n, %)	0 (0%)	0(0%)	0(0%)
Employed by DHS (n, %)	20(87%)	10(44%)	30(65%)
Continuing in Ed. (n, %)	11(47%)	15(65%)	26(57%)
Total Working in LAC (n, %)	23(100%)	22(96%)	45(98%)
Overall Graduate Response Rate	55%	51%	53%

DHS Graduate Hiring Sites: LAC+USC Medical Center = 24 (80%)

Harbor UCLA Medical Center = 4 (13%)

Rancho Los Amigos = 2 (7%)

I. List of Employers

- | | |
|---------------------------------------|---|
| 1. Baylor Scott and White (Texas) | 9. Southern California Hospital (LAC) |
| 2. Garfield Medical Center (LAC) | 10. St. Vincent Medical Center (LAC) |
| 3. Harbor- UCLA Medical Center (LAC) | 11. Welness Smart MD (LAC) |
| 4. Huntington Memorial Hospital (LAC) | 12. West Covina Healthcare Center (LAC) |
| 5. Keck Medicins (LAC) | |
| 6. LAC-USC Medical Center (LAC) | |
| 7. Monterey Park Hospital (LAC) | |
| 8. Rancho Los Amigos (LAC) | |

II. Types of Facilities Graduates are Currently Working

CONAH Data	2014-2015 California New RN Graduate Employment Survey
Acute Care (Inpatient) (80%)	Acute Care (Inpatient) (60.9%)
Rehabilitation (7%)	Rehabilitation (3.6%)
Academic Institution (4%)	Academic Institution (1.8%)

Home Health (2%)	Home Health (2.4%)
Ambulatory Care/Clinic (2%)	Ambulatory Care/Clinic (1.0%)
Correctional Health (2%)	Correctional Health (0.4%)
Private Physician's Office(2%)	Private Physician's Office (2%)

III. Leadership Role: (55%, 25/46)

- Charge Nurse 6 (24%)
- Preceptor 6 (24%)
- Relief Charge 3 (12%)
- Team Leader 3 (12%)
- Supervisor 1 (4%)
- Manager 1 (4%)
- Educator 1 (4%)
- Other 4 (16%)

IV. Graduate Comments Program Effectiveness Score: 4.72 and 4.78 (Scale 1-5) Threshold: 3.5

- Thanks LACCONAH!
- My experience with this program made me a confident, knowledgeable, independent and safe nurse. It definitely was the best choice I ever made to attend this program.

V. Graduates Professional Awards and Distinctions

- Daisy Award
- PICU November/December superstar for excellent customer service

VI. Analysis/Identified Problems/Action Plan

1. Survey Response Rate :

- Response rate has been consistent at above 50%. Reminding students about future surveys and importance of survey data have been helpful.

Action Plan

- Continue the pre notification to graduating students to expect a survey 1 to 1 ½ year after graduation.
- Continue with current efforts to increase graduate response rates.

2. Graduate Employment

- Hiring with the DHS is slowly increasing for the CONAH graduates as a result of the Nurse Staffing Plan approved by the Board of Supervisors in 2014.
- DHS hiring rate for Class 2015-I is at 84 % (36/43) and Class 2015-II is at 36% (16/45)
- A "Meet and greet" sessions have occurred which had good turnouts.
- Notifications are sent to recent graduating classes regarding the DHS hiring openings.
- Graduates encouraged getting into hiring list, getting in touch with nurse managers and keeping up to date.

Action Plan

- Graduates who are applying to the County will need to contact specific unit manager once they are on the RNI list.
- Provide list of SON graduates to recruiters and managers.
- Continue "Meet and greet" session for each graduating class.
- Job Fair by DHS recruiters.

3. Graduate Comments / Assessment of Program Effectiveness

- Graduate comments were positive
- The Class 2015-II rated the Likert scaled questions regarding program effectiveness than the Class 2015-I

- Data regarding collaboration, nursing process, therapeutic interaction, patient education and sociocultural sensitivity will be discussed at the summer 2018 Program Review Workshop. At least 25% of the respondents indicated that they only agree instead of strongly agree regarding these items. These items met the 3.5 threshold and but responses of the graduates will be utilized for continuous improvement.
- **Action Plan**
Continue to Monitor