



IPN Executive Summary

Pediatric Nursing Leadership Academy Needs Assessment

Background

Among the top goals of the Institute of Pediatric Nursing (IPN) are identifying needs within our specialty and exploring collaborative opportunities to support pediatric nursing professionals. Currently no nursing leadership academy targets the development of leadership skills of the nursing workforce providing care for children aged 0 to 18.

On March 23, 2017, the IPN launched a needs assessment survey to seek information regarding nursing leadership academies from registered nurses and nurse practitioners actively certified by the Pediatric Nursing Certification Board.

Respondents

Of the 1,547 pediatric nurses who responded, 60% indicated that they were either a direct care RN (25%) or a PNP (35%). The survey revealed that nearly half the respondents had worked as a nurse for more than 20 years (49%).

Key Findings

A total of 70% of respondents were unaware of the existence of nursing leadership academies, and 97% had never applied to a nursing leadership academy. Of those who applied to a nursing leadership academy (N=47), 21% were not accepted.

More than half (54%) of the respondents said they were not interested in attending one of the existing leadership academies, and they indicated the reasons as "too much of a time-commitment" (42%) or "financial" (42%). However, if given the choice between an existing academy and one developed specifically for pediatric nurses, an overwhelming majority (71%) favored a pediatric specific academy. The respondents provided no clear preference for the target audience for the academy but indicated that a new pediatric nursing academy curriculum leadership focus should be clinical (34%) followed by interprofessional (13%). The components should include face-to-face workshops (77%), webinars (69%), and the use of mentors (64%), with an ideal program length of a 2- to 3-day conference with follow on webinars/mentorship.

Since 49% of respondents had worked over 20 years in pediatric nursing and were presumably nearing the end of their careers, we looked at a subgroup with 6-15 years experience (N=478) and compared responses.

- They were evenly split between roles (29% direct care RNs and 28% PNP)
- For years of experience, 6-10 years (53%) and 11-15 years (47%)
- Target audience response: Highest 1st choice APRN (64%) followed by highest 2nd choice direct care peds RNs (62%)

- Of those who applied but did not complete the academy (N=8), 12.5% were not accepted
- The following responses were closely aligned with aggregate data:
 - 76% were not aware of existing academies and 98% had never applied to a nursing leadership academy
 - 54% said they would attend an existing academy, and those who were not interested cited time (50%) and financial commitment (47%)
 - 75% said they preferred a future pediatric nursing leadership academy
 - Curriculum response: clinical (38%) followed by interprofessional (14%)
 - Academy format response: face-to-face (79%), webinars (73%), followed by use of mentors (68%)
 - Ideal length response was 2-3 days (48%)

Summary

Respondents who expressed an interest (particularly in the 6-15 year experience group) thought a nursing leadership academy should have a pediatric focus and could be targeted to either PNPs or direct care pediatric nurses with a clinical leadership focus. A one-time meeting of 2-3 days using a workshop format with an opportunity for webinars and mentorship was preferred. Overall cost and time will be a strong predictor of attendance.