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Situation Analysis

The Health Resources & Services Administration projects a continued shortage of nurses through 2037. Contributing factors include nursing school capacity limits, a retiring workforce, aging population — and nurse burnout. In 2022, 60% of acute care nurses reported burnout; 75% reported stress, frustration and exhaustion. Few wellness programs address core social needs like food, hiring or child care, which may affect retention.

Project Goals

- Expand services and interventions offered as part of the Pathways Program, which supports health care workers with tuition assistance and licensed practical nurse training.
- This program is a partnership between Baltimore County, Community College of Baltimore County and UM St. Joseph Medical Center.
- Screen 100% of Pathways participants to identify social drivers of health and provide individualized support services.
- Improve cohort II retention by 50% compared with cohort I.

Actions Taken

- Screened 100% of cohort II participants with the EveryONE Project toolkit from the American Academy of Family Physicians, which includes a validated Social Needs Screening Tool to identify and address key social determinants of health.
- Identified social needs of participants: 69% had at least one identified need, such as financial assistance, child care, transportation, housing or food.
- Tailored support services for participants through funding, mentorship, resource navigation and community partnerships.

Positive Outcomes

- All (100%) cohort II participants received screening and individualized services based on their identified social and health needs.
- Improved cohort II retention by 181% compared to cohort I (37.5% vs. 13%).
- Made plans to secure additional funding for Pathways Program and expand workforce development program to support social needs screening for staff and community.

For detailed information, visit:

www.aha.org/center/next-generation-leaders-fellowship