

LIVEWELL NURSING



Sustainability

COUNTY OF SAN DIEGO

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**COUNTY OF
SAN DIEGO**



**LIVE WELL
SAN DIEGO**

Sustainability in Nursing Recruitment and Retention: A Focus on Residency, Mentoring, and Support Systems



Angela M. Miller

Sustainability in nursing recruitment and retention is essential for maintaining a robust workforce capable of meeting the demands of healthcare in all sectors. In the face of ongoing nursing shortages, leaders must adopt innovative strategies such as residency programs, mentoring, and supportive work environments that not only attract new nurses but also retain them in the profession.

Nurse residency programs have emerged as a critical strategy for enhancing the transition of new graduates into clinical practice. Evidence indicates that structured residency programs significantly increase job satisfaction and retention rates among novice nurses (Miller et al., 2023).

Nurse residencies provide essential support during the challenging first year of practice, allowing new nurses to develop clinical competence and confidence in their roles. Research has shown that residency programs lead to improved care outcomes and reduced turnover rates (Mohamed et al., 2024). County of San Diego Health and Human Services Agency will graduate its twelfth cohort of Public Health Nurse (PHN) residents at the end of next month. The PHN residency has a 75% retention rate and many of the graduates have promoted within the agency. Our Cohort 12 graduates will be featured in our March edition. Please join us in welcoming them as they assume their assignments across the agency!

Mentorship is another key factor influencing nurse recruitment and retention. Establishing mentoring relationships between experienced nurses and new hires fosters a sense of belonging and professional growth (Iheduro - Anderson et al., 2023). Studies suggest that effective mentorship can lead to increased job satisfaction, reduced feelings of isolation, and lower turnover intentions among new nurses (Nwizu et al., ND). The Office of Nursing excellence (ONE) PHN residency has worked to expand formal mentorship aimed to pair new PHNs with seasoned professionals. Mentor relationships enhance knowledge transfer, provide emotional support, and facilitate professional networking, all of which contribute to a sustainable nursing workforce. If you are an experienced PHN interested in mentoring our newest team members, please contact Carla Macias PHN Supervisor ONE @carla.macias@sdcounty.ca.gov.

A healthy work environment plays a crucial role in nurse retention. A supportive organizational culture that prioritizes employee well-being is essential for maintaining job satisfaction (Abdullatif Ibrahim et al., 2024).



Factors such as staffing levels, manageable workloads, and opportunities for professional development are critical for reducing burnout and turnover. I want to express my heartfelt gratitude for our nursing team's commitment to shared governance and their dedication to fostering a healthy work environment. The collaborative efforts across the agency not only enhance our professional development but also create a supportive atmosphere that empowers each of us to grow and excel in nursing! Keep up with the outstanding work team.

Creating a culture of recognition and appreciation can also enhance retention. Research indicates that when nurses feel valued for their contributions, they are more likely to remain in their positions (McClain et al., 2022). Organizations should implement recognition programs that celebrate the achievements of nursing staff, thereby fostering a positive work environment. We have had the opportunity to provide formal recognitions to nursing team members who have completed certifications, and most recently for participating in disaster response efforts. Peer-to-peer recognition can foster a culture of belonging and appreciation. Peer-to-peer recognition can foster a culture of belonging and appreciation, encouraging everyone to actively share their gratitude and support one another. Let's commit to recognizing the contributions of our colleagues today—take a moment to acknowledge someone's efforts and help cultivate an environment where everyone feels valued and included!

Sustainability in nursing recruitment and retention is a multifaceted challenge that requires a strategic approach and a commitment at all levels. By investing time in nurse residency programs, fostering mentorship, and focusing on supportive work environments, we strive to enhance their recruitment and retention efforts that will contribute to a stable nursing workforce but also lead to improved care outcomes benefiting the entire community. Our HHSA nursing team's passion and teamwork truly make a difference in the quality of care we provide. Thank you for your hard work and for nurturing a culture of excellence and well-being. Live Well!

References:

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- McClain, Ashley R., et al. (2022). Retention strategies and barriers for millennial nurses: a scoping review. *JBIM Evidence Synthesis* 20(1), 121-157.
- Miller, C. M., Meyer, K., Riemann, L. A., Carter, B. T., & Brant, J. M. (2023). Transition into practice: outcomes of a nurse residency program. *The Journal of Continuing Education in Nursing*, 54(1), 32-39.
- Mohamed, Z., & Al-Hmairat, N. (2024). The effectiveness of nurse residency programs on new graduate nurses' retention: Systematic review. *Heliyon*, 10(5).
- Nwizu, D. C., partial Fulfilment, I., & Williams, W. CLOSING THE REVOLVING DOOR: ENHANCED ORIENTATION AND MENTORING OF NEW NURSES TO DECREASE TURNOVER IN LONG TERM CARE.

THIS EDITION

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**Access the County's EBSCO
Health Homepage using a
Universal Link**

<https://my.openathens.net/>

HELPFULNESS
EXPERTISE
ATTENTIVENESS
RESPECT
TIMELINESS

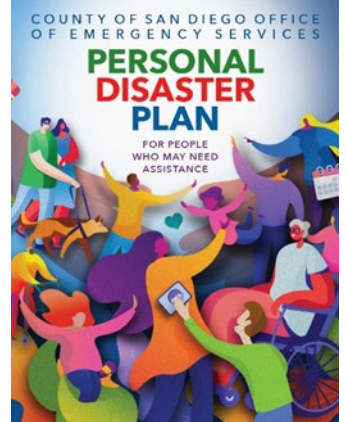
Healthcare Sustainability

By: Denise Lozares, MS, RN, PHN, PHS, Director of Nursing

Sustainability is usually thought of in the context of climate change, yet there is an all-important aspect that is often overlooked and that is the sustainability of healthcare during an emergency. Flaubert et. al. (2021) states In The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity that disaster preparedness and response are crucial components of healthcare sustainability and nurses play a vital role in building resilient systems and communities. During a disaster, hospitals and clinics have an increase demand for their services. By proactively preparing healthcare infrastructure and communities for disasters, nurses help reduce the impact of disasters on their patients and communities. Nurses work in countless areas to prepare for disasters such as developing emergency response policies and procedures to ensure streamline operations during a crisis. They prepare their patients and communities through education and trainings to build resilience against potential health threats. Nurses work in epidemiology monitoring potential infectious disease outbreaks and collaborate with other healthcare systems and government agencies to educate the public as well as plan a rapid response.

Healthcare sustainability extends beyond the workplace, it is in every aspect of our lives. You are an important part of healthcare sustainability. Your knowledge and advocacy have a ripple effect, influencing those around you. It is important to remember that as we prepare our community, that we also prepare ourselves and our loved ones too.

Encourage your colleagues and loved ones to discuss the Personal Disaster Plan from The County of San Diego, Office of Emergency Services (Make a Plan, n.d).



References:

- Flaubert, J.L., Menestrel, S.L., Williams, D.R., & Wakefield, M. (2021). The future of nursing 2020-2030, charting a path to achieve health equity. The National Academies Press.
- [Make a Plan](#)

Health Inequity and Sustainability

By: Shena Cacho, RN, BSN, PHN

Just a week into the new year, the Los Angeles County faced extreme weather with hurricane force winds and dry conditions that ignited multiple wildfires, notably the Palisades Fire in Pacific Palisades and the Eaton Fire in Altadena, a historic Black community. Thousands of homes and structures were destroyed including reports of tragic fatalities. The wildfires placed many underserved communities at higher risk for health inequities, notwithstanding access to limited resources. As public health nurses, we have a unique role to contribute to the sustainability of Social Determinants of Health such as addressing health inequities and social injustice. Not only in protecting and improving overall well-being through disease prevention and health promotion, but we can also improve in identifying healthcare gaps and creating trusting relationships with our communities empowering individuals to make informed decisions. Mehra and Sharma (2021) define healthcare sustainability "is built on the pillars of mitigation, resilience, (and) advocacy and communication" (para. 5). Working alongside our community partners through collaboration, we can help strengthen the healthcare system upholding standard of care delivery that is accessible, economical, and environmentally friendly for all individuals.

References:

- Rama Mehra, Milind Kumar Sharma (2021). Measures of Sustainability in Healthcare. www.sciencedirect.com



Sustainability: Back to Basics

By: Taylor Withers, Sr PHN, Office of Nursing Excellence



Keep Recyclables:



References:

Pfetscher, S. A. (2021). Florence Nightingale: modern nursing. *Alligood, MR Nursing theorists and their work*, 52-70.

San Diego County, (n.d.). Why It's Important to Recycle RIGHT. Retrieved February 14, 2025 from [Recycle Right](#).

San Diego County, (n.d.). How to Recycle Organic Waste. Retrieved February 14, 2025 from [Organic Waste Recycling](#)

Sustainability: Back to Basics, Taylor Withers, Sr PHN, Office of Nursing Excellence

While thinking about sustainability and nursing I was reflecting on Florence Nightingale's nursing theory and the focus on the environment including pure air, light, and cleanliness (Pfetscher, 2021). Florence's environmental theory is at the foundation for not only our nursing practice but reminds us of the intersectionality of environment and health. In a world where so many things feel out of control or beyond our scope, it can be helpful to go back to basics and remind ourselves and our community that the small actions add up. The decisions we make each day can be made more sustainable through simple routine actionable steps. One action is to review our current home habits and improve processes to ensure that our recycling, compost, and waste are sorted, stored, and processed efficiently. I challenge each of you to review your home process or share the following information with a friend, coworker, or family you support. Even in challenging times our small actions matter, and we are stronger together.

Recycling: Be sure that your recyclables are empty, dry, and loose. This means no or little food residue, no liquids remaining, and that your recyclables are not bagged (San Diego County, n.d.).

Organic Waste: If it grows it goes! This includes food scraps, food-soiled paper, and yard trimmings. Do not add any plastic or compostable bags, dirt, soil, rocks, liquids, clothing, glass, metal, or plastics (San Diego County, n.d.).

LIVEWELL NURSING



Workplace Engagement



Please e-mail submission (ideas, photos, articles, trainings, dates, accolades, local or national news, etc.) to

Araceli.Casas@sdcounty.ca.gov



For consideration in next issue, please submit entries by close of business on March 14, 2025. Submission limits: 125-275 words



2025 Topics

January: New Beginnings/Resolutions

February: Sustainability

March: Workplace Engagement

April: Community Engagement

May: Nurses Week posters

June: Equity

July: Service Delivery Coordination

August: Immunization Awareness

September: Preparedness Month (shelters/wildfires, etc.)

October: Domestic Violence Awareness Month

November: Gratitude & Kindness

December: Systems & Technology