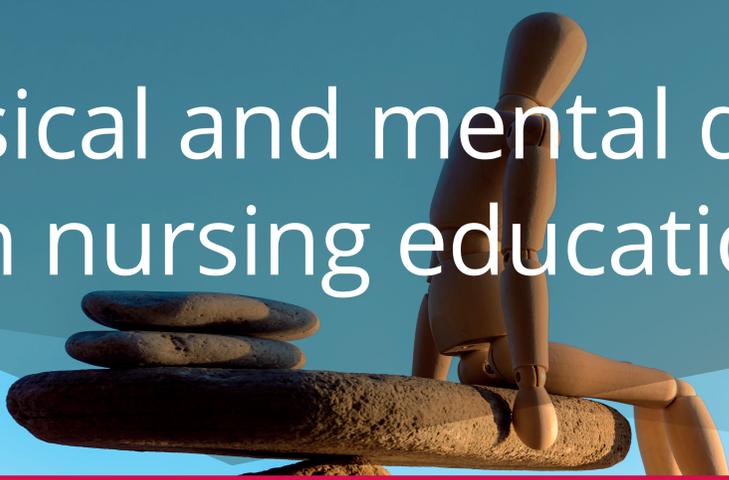


Physical and mental drop out determinants from nursing education in the Netherlands



SPRING - Studying Professional Resilience in Nurse students and Graduates

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INTRODUCTION

BACKGROUND

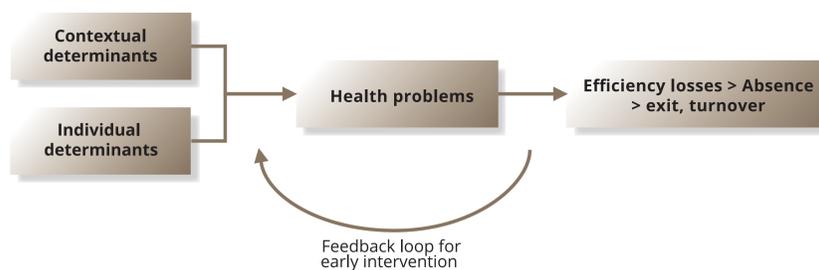
- ▶ In 2012, approximately 45% of the Dutch nurse students dropped out from education and 14% of the new graduate nurses left the health care sector within 2 years after graduation (Spijkerman, Berretty, Vroonhof & Schakel, 2012).
- ▶ This study will focus on the causes of drop out amongst nurse students and new graduate nurses due to physical and mental workload.

OBJECTIVES

- ▶ To measure and monitor indicators of exit through physical and mental workload of student nurses during their education and as new graduates at start of their professional career.
- ▶ To predict physical and mental health problems, productivity loss and drop out in this population.

OUTCOME MEASURES

- ▶ Study- and work-related outcomes: absenteeism, presenteeism, and drop out.



"Especially when the work pressure is high, you care less about your body posture and the devices you could make use of, to make the work easier, so to say. But then you do it quickly in between..."

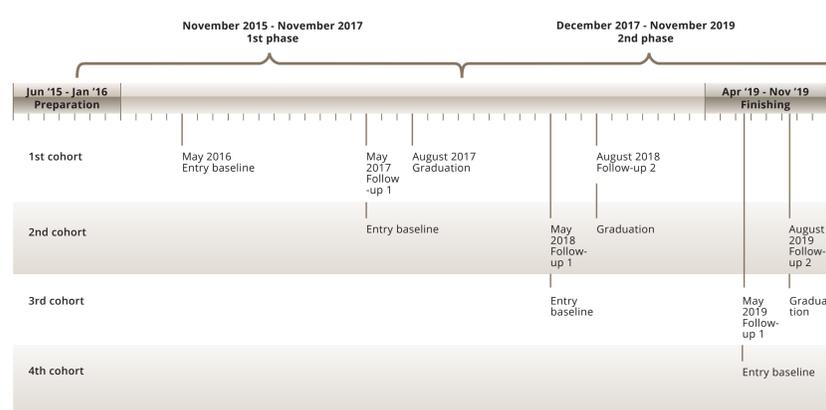
Nurse student in a focus group discussion

"For example, tomorrow, euthanasia is performed. And since one week I'm in doubt how to deal with it... I'm glad I'm not directly involved. But still I find it really difficult..."

Nurse student in a focus group discussion

METHODS

- ▶ A prospective cohort study with a 2 ½ years follow-up.
- ▶ Third year nurse students, included at baseline, up to a total cohort of 750 participants.
- ▶ Data collection through LimeSurvey based on validated instruments.
- ▶ Included constructs in the questionnaires:
 - work (work content, working conditions, labour relations, employment conditions, balance between work and private life, job satisfaction);
 - education (qualifications and experienced connection with the educational program);
 - physical health (neck, shoulder, and back complaints);
 - mental health (stress symptoms, need for recovery).
- ▶ Special attention for:
 - physical resilience (physical activity, fitness, and use of ergonomic interventions);
 - mental resilience (occupational self-efficacy, work engagement, coping styles).
- ▶ Measuring and monitoring determinants of exit will be the fundament of a predictive model.



INTENDED RESULTS

- ▶ Understanding of the physical and mental health and capacity of students and new graduate nurses through quantitative research.
- ▶ Providing innovative ways for indicated preventive courses in nurse education.

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