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.

METHODS

- A prospective cohort study with a 2½ 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 though quantitative research.
- Providing innovative ways for indicated preventive courses in nurse education.

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