



# Disseminating End-of-Life Nursing Education Across a System of Hospitals

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## Purpose

- In order to embed Palliative Care across a system of nurses, a fiscally responsible and aggressive educational plan was created and implemented.

## Background

- Main Line Health is a non-profit, Magnet-designated health system comprised of four acute-care facilities, one rehabilitative medicine facility, and homecare/hospice program serving portions of Philadelphia and its western suburbs.
- Needs assessment of bedside nurses identified a knowledge gap related to end-of-life care.
- Creating a systematic way to provide Palliative Care was identified as a system strategic initiative. Formal, structured education was needed to provide this foundation.

## Literature Review

- Studies show formal education is needed for bedside RNs to be confident and competent in caring for patients at the end of life (EOL).
- End-of-Life Nursing Education Consortium (ELNEC) is a joint venture between City of Hope and American Association of Colleges of Nursing; started in 2000.
- ELNEC's objective: to give healthcare providers knowledge and skills to care for patients and families facing serious illness or the end of life.

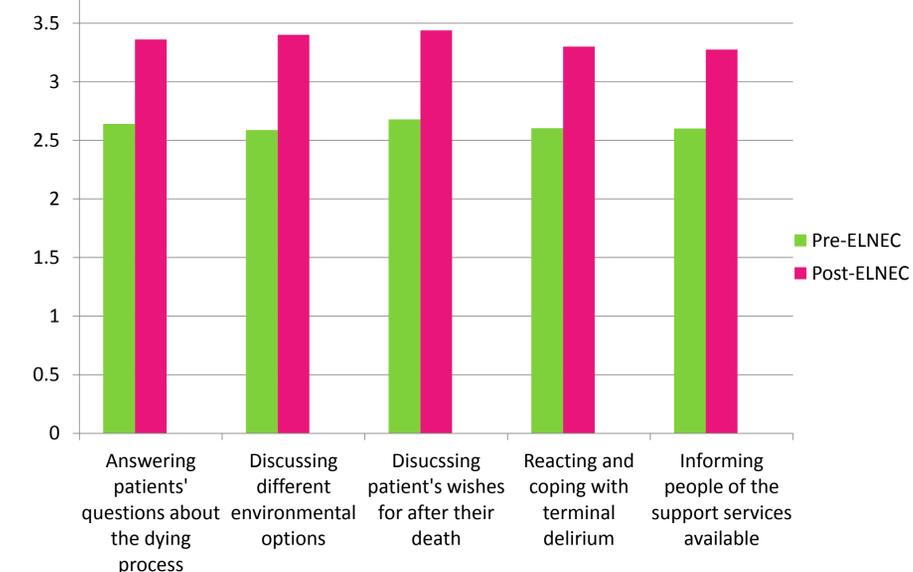
## Method

- Collaborated with CNO and Palliative Care team.
- Linked education and outcomes to Strategic Plan.
- Utilized existing data and literature review to show evidence of nurses' educational needs.
- Showed potential relationship between ELNEC-trained nurses to quality outcomes (e.g. HCAHPS, NDNQI).
- Engaged managers and educators to help recruit appropriate nursing and social work staff.
- Decreased cost by hosting conferences in-house and utilizing internal content-experts as presenters.
- Obtained grant and philanthropic donor money to supplement funding.
- Staff members from units with high EOL needs were targeted for attendance.
- Received permission to use validated tool to assess self-efficacy, pre- and post-course, to demonstrate impact at bedside.

## Outcomes

- Despite years of experience, pre-test data showed a need for specified end-of-life training.
- 450 nurses trained in 18 months.
- Added Nursing Assistant/ Unit Clerk course.
- Qualitative data gathered from each course used to show program impact and drive process improvement.
- Educators received International ELNEC Award for "commitment to end of life education."

## Palliative Care Self-Efficacy Survey Results



## Implications for Practice/ Conclusions

- ELNEC education increases self-efficacy of bedside RNs, allowing them to provide a superior patient experience at EOL; aids in embedding Palliative Care philosophy.
- Hosting ELNEC in-house can increase access and decrease cost of this education.
- Supplemental funding should be sought out and utilized.

## References

ELNEC (2015). Retrieved from <http://www.aacn.nche.edu/ELNEC/about/fact-sheet>

Phillips, J., Salamonson, Y., Davidson, P. (2011). An instrument to assess nurses' and care assistants' self-efficacy to provide a palliative approach to older people in residential aged care: A validation study. *International Journal of Nursing Studies*, 48 (9), pp.1096-1100.

## Timeline of ELNEC Implementation

