

Attrition among student nurses: some lessons from the numbers

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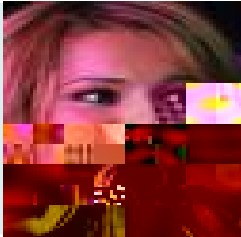
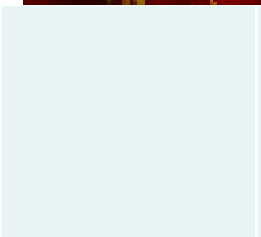


FHSS

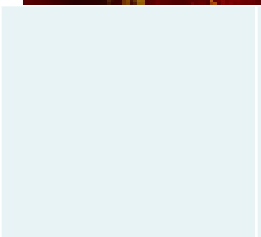


1st July 2019



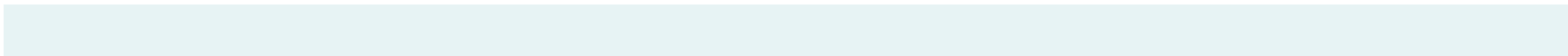
- DH national target for attrition since 2009-10 has been 13% for each programme


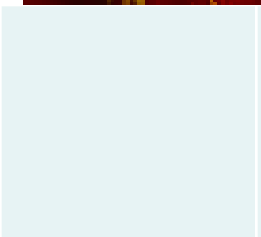

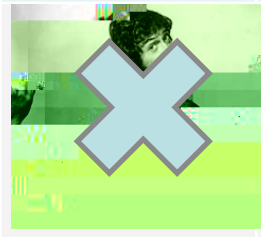



1	2		4	5
6	7			10
11	12		14	15
16	17	18	19	20

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6	7			10
11	12		14	15
16	17	18	19	20


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There are now 3 NHS definitions of student attrition and a fourth if one counts the Office for Students / HESA method



‘The Percentage of students who do not complete within the standard pathway for that programme’

Leavers (withdraws+fails+transfers out) as % of starters


Health Education England (2018) Repair: Reducing Pre-registration Attrition and Improving Retention report

Moving Targets -Repair definition

Intake	Starters	Sep 15	Sep 16	Sep 17	Sept 18	Attrition
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Of 9/15 intake 10 defer to 9/16 and 20 withdraw.

9/15	100	100	90	80	70	30%
9/16	100	N/A	100	90	80	20%
9/17	100	N/A				



Leavers (withdraws+fails+transfers out) -
(transfers in) as % of starters

Department of Health (2006) Managing Attrition Rates for Student Nurses and Midwives:
A Guide to Good Practice

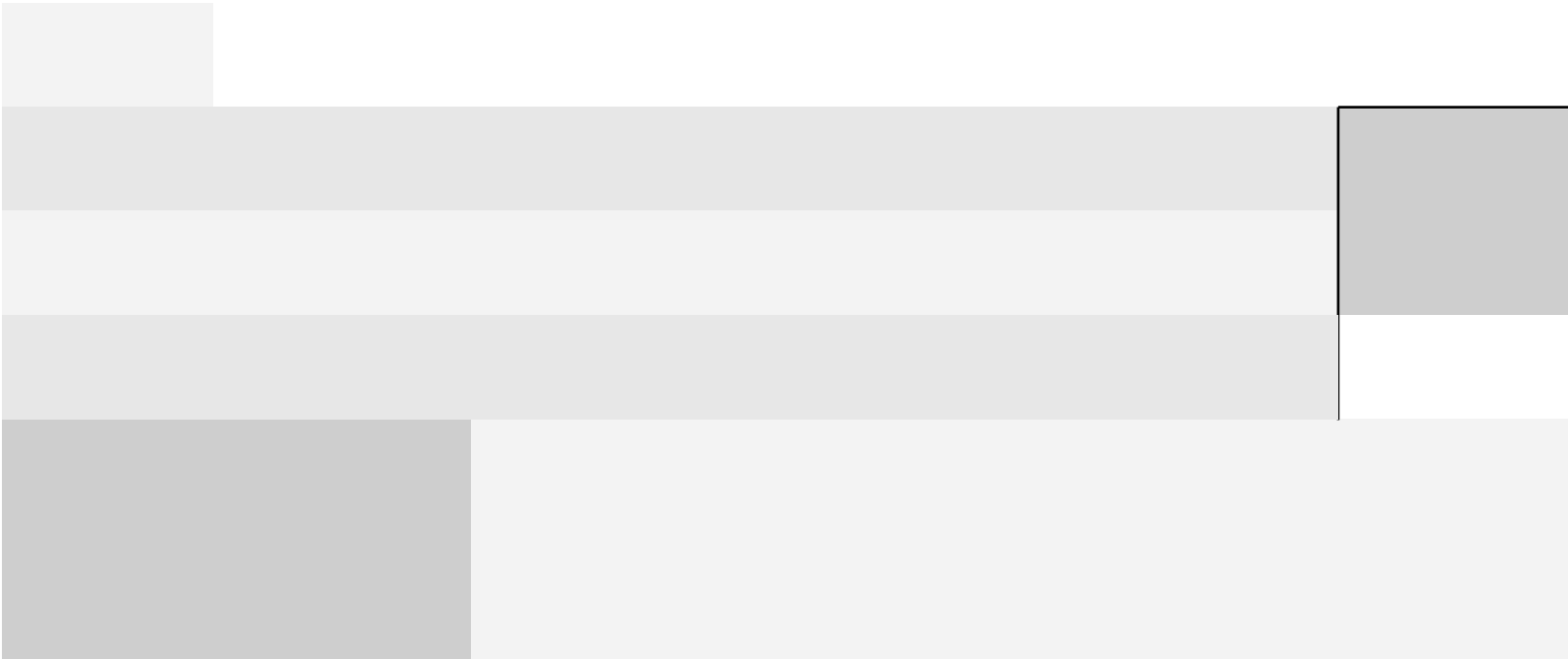
Moving Targets – DH definition

Intake	Starters	Sep 15	Sep 16	Sep 17	Sept 18	Attrition
9/14	In Sept 15 – students defer from 9/14 to 9/15					
	100+	100+10	90+10	80+10	70+10	20%
	100+10	N/A	100+10	90+10	80+10	
9/17	100+10	N/A	N/A	100+10	90+10	0%



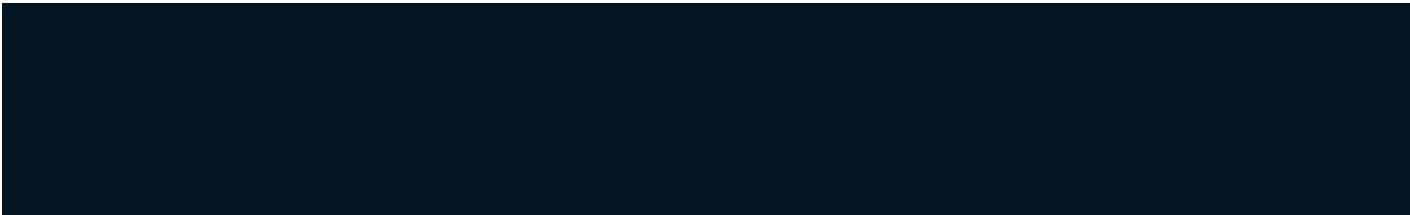
Leavers (withdraws+fails+transfers out) -
(transfers in) as % of starters

Differs from DH definition in that it includes all live cohorts including Years 1 and 2. It varies according to the time of year.



Attrition at BU (DH method)

Programme	Attrition Last 4 completed intakes	Average UK 2014 intake
Adult Nursing	20%	24% ¹
Midwifery	20%	
Occupational Therapy	12%	
Physiotherapy	3%	
Operating Dept. Practice	11%	
Mental Health Nursing	18%	
Children & Young People Nursing	13%	




Qualification	Proportion of entrants	Relative performance
A Level	29%	106%
Other Level 3	19%	90%

Relative performance = comparison between expected and actual output. In the case of Other Level 3 we had an output of 95 qualified nurses against an expectation of 105.




Age	
19	RAG rating to reflect performance by age. Over the period measured there was considerable variation within an age band over different years.
20	
21-24	No explanation is offered.
25-29	



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- Increasing proportion of 18/19 year entrants
 - Decreasing proportion of mature entrants
 - Early indications are of raised attrition with finance given as a problem in many cases
 - This echoes national picture¹
 - Salary supported students have an attrition rate of 3%!

¹Buchan.J et al. (2019) A critical moment: NHS staffing trends retention and attrition p28 – Health Foundation

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- Refresh HSS attrition strategy post-Repair
 - Black and minority ethnic groups' progression
 - Progression of deferred / interrupted students
 - Deep analysis of student financial problems
 - Widening participation students
 - Students with additional learning needs
 - 'Course not what I expected'
 - Chronic difficulties and life events
 - Travel to placement – parking
 - Theory / Practice divide and Practice / practice divide