



The Extension

Dawne Schoenthal
Program Director



The Long Term Care Extended Application

OCN is excited to announce that we are reopening the application cycle for Well-Being Grants specifically for **long term care work settings**.

We received feedback from the last round of applications that additional time, grant writing guidance, and grass roots effort to share information was needed.

We want to ensure that **all potential applicants** have the opportunity to apply for this program and **receive the support they need**. That's why we are extending the application cycle until **April 28, 2023**, and providing additional resources to help applicants craft a successful proposal.

The following slides have been created to aid in communicating the extension details as well as introduce the **application modifications** we've made.





5 Things You Should *know about this grant opportunity*

- a. The well-being challenge must be identified by the nurses who'd benefit from the project.
- b. Proposals must be evidence-informed with sound reasoning and achievable outcomes.
- c. Proposals must demonstrate leadership support for sustainable long-term change.
- d. Proposals benefitting Oregon LPNs, RNs, APRNs and their supporting staff are eligible.
- e. This is a one-time funding opportunity.



Funding Opportunity Details



Oregon Center for
N U R S I N G

Well-Being Grant Program Request for Proposals



Funding Opportunity Title:	Well-Being Grant Program
Deadline for Applications:	April 28, 2023, by 11:59 PM PST
Application Method:	Electronic/Online
Total Amount Available:	\$500,000
Number of awards anticipated:	10 awards
Award amounts:	Maximum of \$50,000 per proposal



Extension Scope

SCOPE

In support of the RN Well-Being Project, the Oregon Center for Nursing (OCN) extends an opportunity for long-term care organizations to submit proposals to implement evidence-informed interventions to workplace stressors or challenges impacting LPN, RN, and/or APRN well-being, which may extend to the well-being of their support staff.

- Eligibility is limited to Oregon nurse-employing organizations whose projects benefit Oregon nurses in long-term care settings.
- The project period will be from June 1, 2023, to February 28, 2025.
- The specific stressor or well-being challenge must have been identified by the organization's nurses whom the proposed intervention will impact.

Additional Information on scope:

1) *Long-term care includes home and community-based care settings, residential care, assisted living, memory care, skilled nursing facilities, etc., with nurses who provide direct care to aging populations and/or persons with disabilities.*



Clarified Grant Aim

Grant Aim:

1) The organization's nurses identified the well-being challenge, and the proposed project impacts those same nurses.

Why? To avoid imposing a strategy on nurses, we want nurses engaged in dialogue and decision-making, which will improve recognition, governance, and autonomy.

2) The proposal addressed the root cause(s) of the stressor.

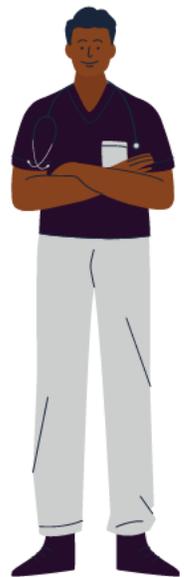
Why? Treating the results of stressors (burnout/anxiety/etc.) stands to improve tolerance but does not change work environments to improve well-being sustainably. Our goal is to address the root cause of stressors within a specific work environment for long-term wellness.

3) Projects should be sustainable, scalable, and replicable.

Why? The intent of this grant opportunity is to fund projects for long-term wellness whose outcomes can be shared in aggregate as exemplars to help all organizations identify what can be done systemically to improve nurse wellness throughout Oregon.



RN Well-Being Grant Application Extension Timeline



MAR 15

OCN Grant
Application
Opens

APR 28

Application
Closes

MAY

Selection Committee
Reviews Submissions

MAY 16

Selected Projects
Notified

JUN

Projects Begin





Tools for Success

At the top of the [application](#), there are links to four tools. Applicants are **HIGHLY** encouraged to access and use these tools **BEFORE** submitting an application.

These Support Documents Have Been Made Available to Guide A Successful Application
[Well-Being Grant Extension RFP](#) | [Application Guidelines](#) | [Frequently Asked Questions](#) | [Application Scoring Rubric](#)



Online Application

Application

1 Applicant Information 2 Project Information 3 Project Proposal 4 Final Steps

* indicates a required field

Organization Name*
As reported to IRS

Organization Address

Address Line One
Typically, this is a street address

Address Line Two
Typically, this is a unit, suite or apartment

City*

State or Province*

Postal Code

The grant application is available and has slightly been modified for this extension opportunity specific to long term care settings.

<https://oregoncenterfornursing.org/well-being-grant-application/>



Project Information

Application

- 1 Applicant Information
- 2 Project Information
- 3 Project Proposal
- 4 Final Steps

* indicates a required field

Project Title *

Total Amount of Requested Funding *

Select the license types impacted by the project *

Check all that apply.

- APRN
- CNA
- LPN
- RN
- Support staff (caregiver and other unlicensed personnel)

▼
Home Health
Hospice
Residential Care
Memory Care
Skilled Nursing Facility/Nursing Home
Assisted Living
Adult Foster
Other Long Term Care Setting

Practice Setting *

Please indicate which long term care practice setting your project will impact.

The Practice Setting exclusively lists long term care practice settings.

Project Proposal

To help novice grant writers submit a competitive grant, a new tab has been added to the application that will create the project narrative through required prompts.

Application

1

Applicant Information

2

Project Information

3

Project Proposal

4

Final Steps

* indicates a required field

Project Abstract*

In one paragraph, briefly describe the identified stressor, the proposed solution, the audience and location, expected outcomes, and how you'll measure success (500 words or less).

Purpose of Project

What is the specific well-being challenge this project aims to address?*
(In 200 words or less)

What is your target location and audience?*
Be specific about where your project will be implemented and who it will impact (200 words or less).

How does your project align with the aims of this grant opportunity?*

Final Steps

Application

1

Applicant Information

2

Project Information

3

Project Proposal

4

Final Steps

* indicates a required field

Upload Timeline*

Please list specific dates and major activities for your project. Only activities beginning on or after June 01, 2023, are eligible for funding.

[Upload](#)

Upload Budget*

Use budget template provided (Copy/Paste link in your browser) <https://tinyurl.com/OCNBudgetTemplate>

[Upload](#)

To ensure a complete submission, new upload fields for required documents have been added to the final page of the application.





*Technical assistance is available **FREE** of charge and best used to answer questions regarding eligibility, grant aim, application information, proposal writing requirements, project ideas, best practices/approaches on where to begin, and any other questions potential applicants may have.*

For questions or technical assistance, contact:

Dawne Schoenthal

Program Director

Oregon Center for Nursing

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FAQ Guidance

Please see our [Frequently Asked Questions Document](#) on our webpage for more information.





Thank you for prioritizing
nurse well-being!

Slides from our Original Launch Webinar

01.

About Us

About us and the Well-Being grant history

02.

The Research

Literature and survey findings





About Us

Jana Bitton
Executive Director



Prioritizing Nurse Well-Being

- [About Us](#)
- The [Friday Huddle](#)
- The Oregon Wellness Program
- Creating the [RN Well-Being Project](#)



Thank you to our supporters



Senators Jeff Merkley and Ron Wyden





The Research

Rick Allgeyer
Research Director



Initial Research – National Concerns

- The COVID-19 pandemic impacted the healthcare workforce in many ways.
- Early in the pandemic, many nurse leaders were concerned about stress among nurses related to:
 - Shortages of PPE
 - Potential of hospitals being overwhelmed with COVID patient
- As the pandemic continued and cases in Oregon rose, long-term impacts on nurses' emotional health and well-being emerged.
- Many short-term stressors (e.g., PPE, testing materials, etc.) were resolved or reduced; concerns about nurses' well-being remained.
- Due to the lack of Oregon-specific data, much of what we knew about the stressors affecting Oregon's nursing workforce was anecdotal.
- Many of the studies in the published literature are based on national or international samples of healthcare workers.

Initial Research – National Concerns

- According to ANOL, the focus of concern changed over the course of the COVID-19 pandemic.
- Early in the pandemic (July 2020), nurse leaders' top challenges were:
 - Communicating and implementing policy changes (54%)
 - Surge staffing, training, and reallocation (53%)
 - Mental health and well-being of staff (49%)
 - Accessing adequate PPE and other supplies (46%)
- Six months later (February 2021), the top challenges for nurse leaders had shifted:
 - Mental health and well-being (67%)
 - Surge staffing, training, and reallocation (65%)
 - Communicating and implementing policy changes (44%)
 - Staff retention, furloughs, and layoffs (31%)

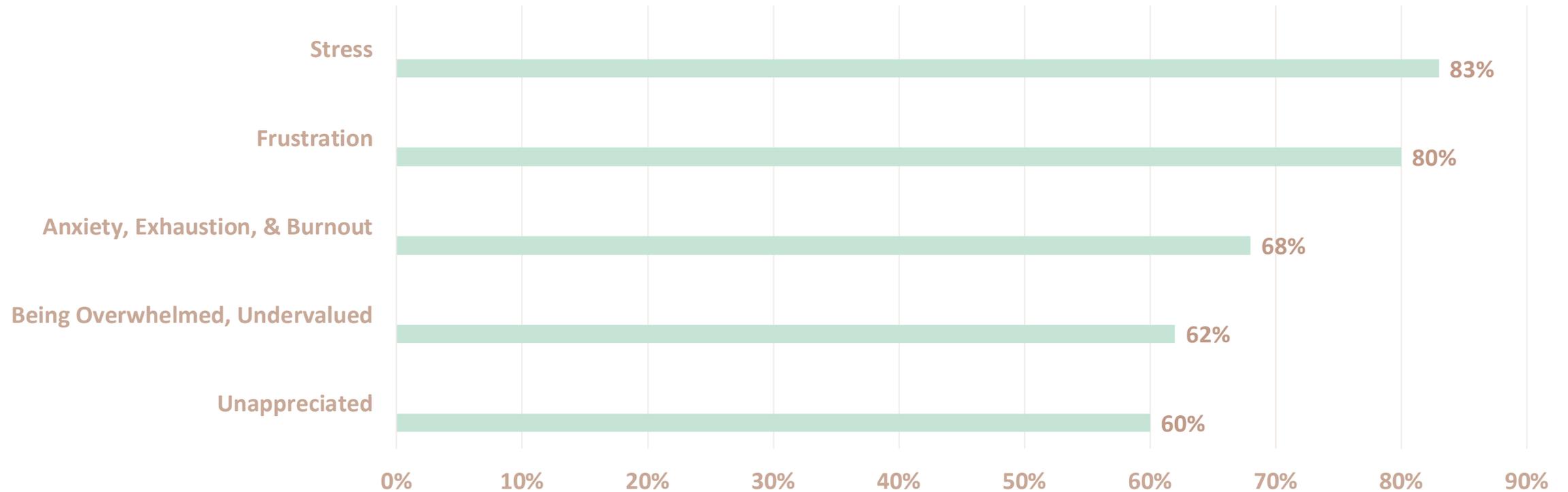
Initial Research – National Concerns

- In February 2021, nurse leaders were asked to identify the biggest challenge today that they did not face six months ago.
 - Low morale and burnout (35%)
 - Staffing shortages (16%)
 - Vaccine administration (10%)
 - Staff retention (10%)
- Fifty-six percent of nurse leaders thought staffing shortages would affect their organization due to:
 - Burnout and extremely low morale
 - Resignations and retirements
 - Organization not providing correct resources
 - Short staffing issues



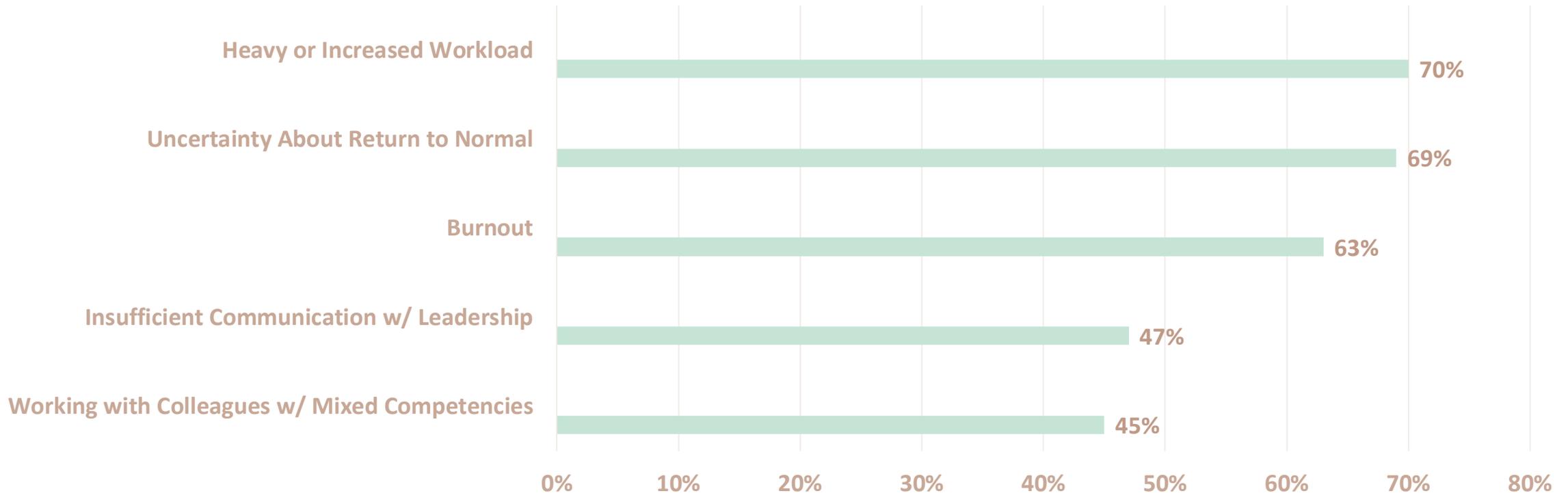
Well-Being and Mental Health Survey

Feelings Regularly Experienced at Work



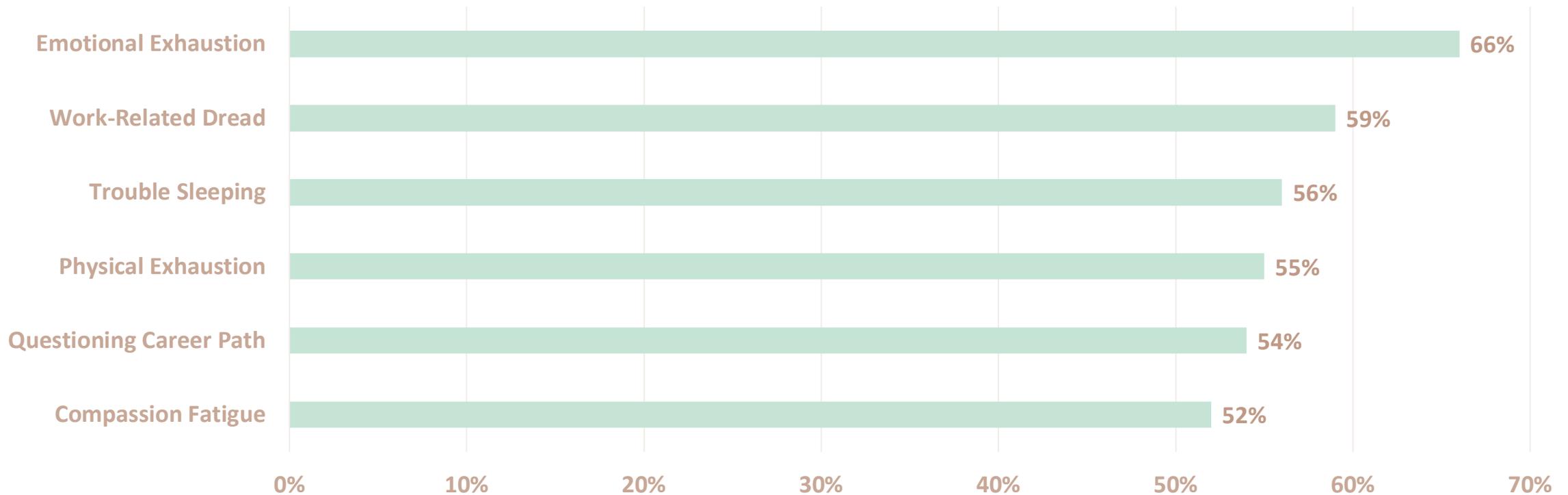
Well-Being and Mental Health Survey

Top 5 Workplace Stressors



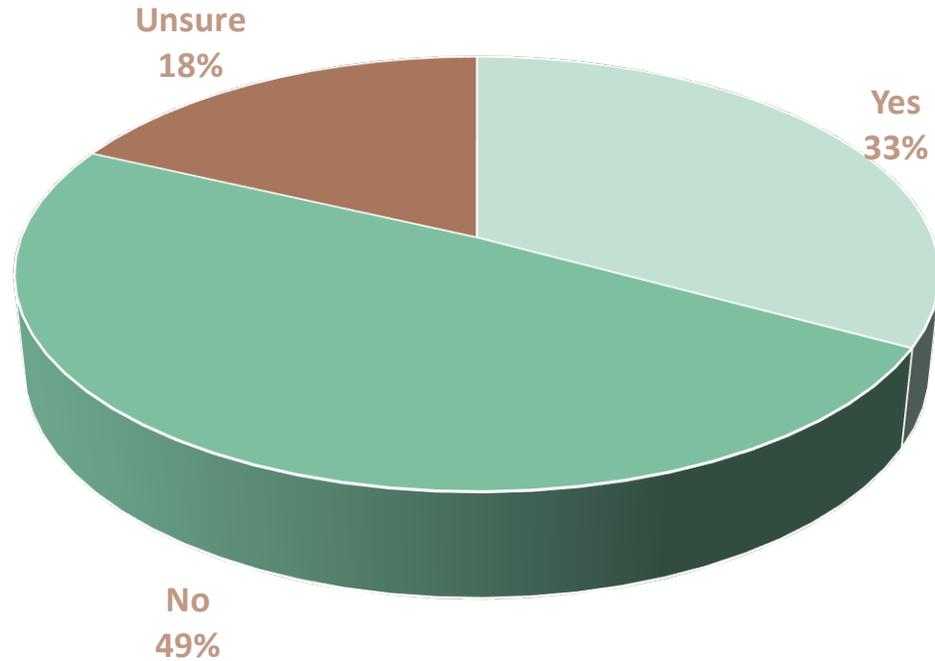
Well-Being and Mental Health Survey

Recent Increase in Symptoms

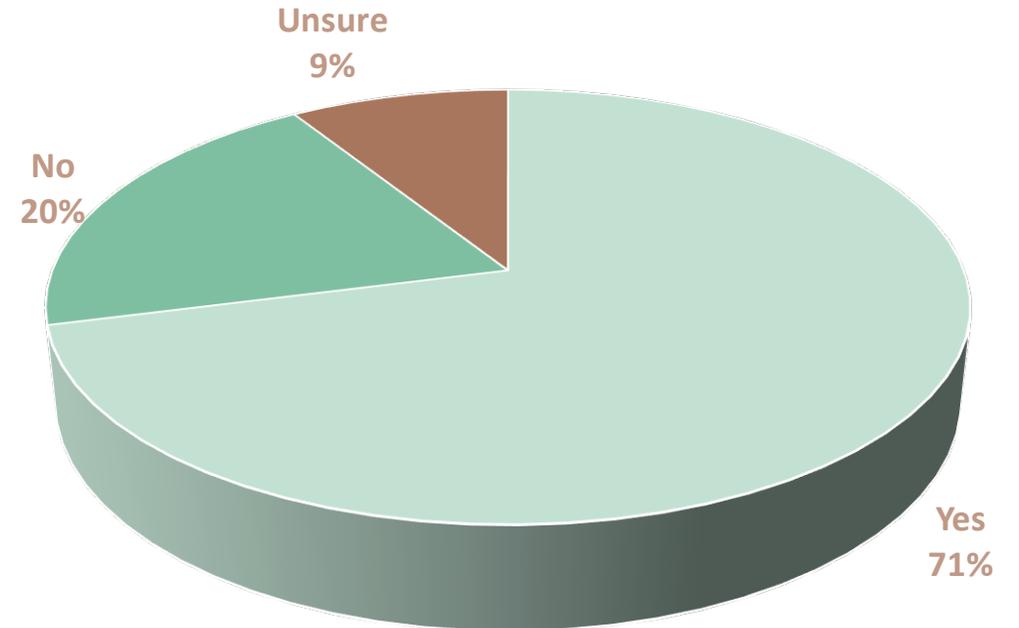


Well-Being and Mental Health Survey

Receive Adequate Emotional Support at Work



Receive Adequate Emotional Support at Home





4 Domains

To Address Systemic Well-Being Challenges



01.

Work System & Labor Model Redesign



Strengthen work systems and labor models to improve well-being and support improved professional teams by safeguarding caregiver well-being through person-centered work environments.



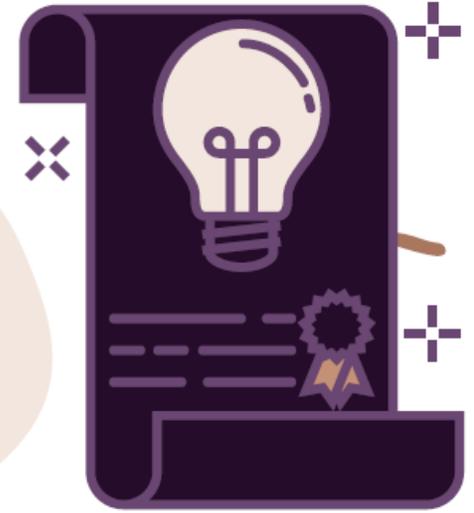
02.

Workplace Well-Being & Safety Infrastructure

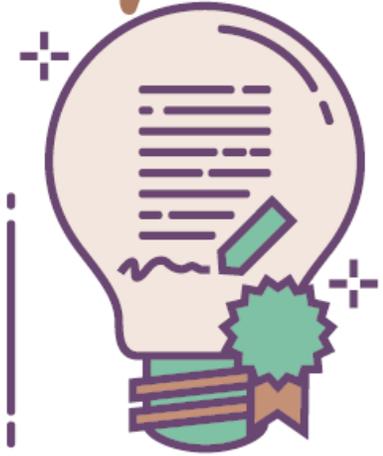
Build healthy workplace structures through accessible resources, tools, and environments where seeking help is encouraged and supported by the organization.

03.

Healthy Leadership Driving Healthy Culture



Cultivate a wellness culture by encouraging leaders to model growth, support, creativity, and collaboration for nurses throughout the organization.



04.

Administrative Processes & Professional Practice

Support nurse satisfaction and professional practice through streamlining administrative processes, providing synergy to reclaim time for patient care.



Thank you for prioritizing
nurse well-being!