



About the Train to Retain Program

Through the U.S. Department of Health & Human Services, Health Resources & Services Administration (HRSA) Advanced Nursing Education – Sexual Assault Nurse Examiner (ANE-SANE) funding, Hennepin Healthcare System, Inc. (HHS) has developed the *Train to Retain: SANE Expansion in the Upper Midwest* program to provide both training sessions and educational opportunities for qualified forensic nurses (FNs) in the Upper Midwest, including Minnesota, Iowa, North Dakota, and South Dakota. The *Train to Retain* program focuses on providing specialized training courses that focus on the unique needs of victim-survivors who have been impacted by sexual violence. The overall goal of these HRSA programs is to “train providers to conduct sexual assault forensic examinations, which provide better physical and mental health care for survivors, better evidence collection, and higher prosecution rates.”¹ Continued funding for the program was awarded in 2021 and runs through June 30, 2024. HHS partnered with an external evaluation firm, ACET, Inc., in order to conduct the evaluation of the program. This evaluation report details the program activities, evaluation focus, and evaluation results from the first year of the program, from October 1, 2021 to June 30, 2022.

The four goals of HRSA ANE-SANE programs are to:

1. Increase the supply and distribution of SANEs by increasing the number of RNs;
2. Expand access to sexual assault forensic examinations by increasing availability of training and supporting certification of qualified SANEs;
3. Enhance stakeholder support for training and increase retention of SANEs, to ensure the provision of better physical and mental health care of survivors of sexual assault and domestic violence and improved evidence collection; and
4. Cultivate an environment conducive to SANE training and practice through partnerships and technical assistance consultation.

¹ Retrieved from: <https://www.hrsa.gov/grants/fundingopportunities/default.aspx?id=3b246079-5fd6-4b83-9f27-0a79918276c6>.

Program Activities for Program Year 1

Over the course of the program year, the *Train to Retain* program planned and facilitated eight trainings. The eight trainings included: four clinical skills labs in Minnesota, South Dakota, and North Dakota (two labs were planned and facilitated in partnership with Avera Health); one pediatric skills lab in Minneapolis, Minnesota; one virtual mock court across four days;

one in-person adult/adolescent didactic class; and one pediatric webinar, planned and facilitated in partnership with the Otto Bremer Trust Center for Safe and Healthy Children. The program also offered ongoing enrollment in the International Association of Forensic Nurses (IAFN) online, accredited SANE training courses.

Additionally, the program offered trainees various educational enhancements. These included: reimbursements for the SANE-A (adult/adolescent)/SANE-P (pediatric) certification exam or renewal, hosting study groups for the certification exam or renewal,

IAFN memberships, adult or pediatric preceptorships, forensic nurse shadowing, and reimbursements for the IAFN Intimate Partner Violence Nurse Examiner (IPVNE) certificate program.



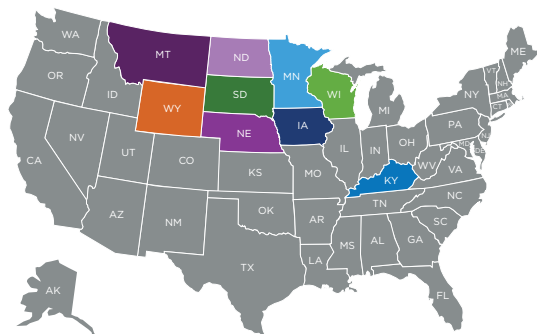
Trainings for Program Year 1

Name of Training	Location	Date	Number of Trainees
IAFN SANE-A didactic classes (70 enrollments)	Virtual; self-paced	Ongoing	23
IAFN SANE-P didactic classes (23 enrollments)	Virtual; self-paced	Ongoing	10
Clinical skills lab	Sioux Falls, SD	Nov 2021	18
Clinical skills lab	Minneapolis, MN	Jan 2022	20
Mock court ²	Virtual	Mar 2022	Day 1: 33
		Mar 2022	Day 2: 30
		Mar 2022	Day 3: 28
		Mar 2022	Day 4: 19
Adult/adolescent didactic class	Minneapolis, MN	May 2022	10
Educational webinar	Virtual	May 2022	31
Clinical skills lab	Duluth, MN	May 2022	19
Clinical skills lab	Bismarck, ND	Jun 2022	19
Pediatric skills lab	Minneapolis, MN	Jun 2022	14
Number of trainees:			274³

² Attendees had the option to attend one or multiple days, depending on their interest and availability therefore the number of trainees presented in the table is a duplicated count across the four days of the training. Thirteen trainees attended all four days of the mock court.

³ Duplicated count; there is the potential for trainees to attend more than one training activity per program year.

Trainee State of Residence for Program Year 1



n = 184



Educational Enhancements for Program Year 1

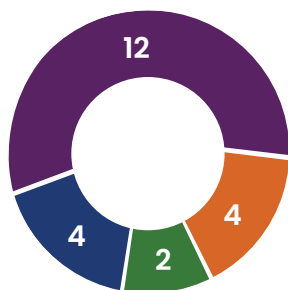
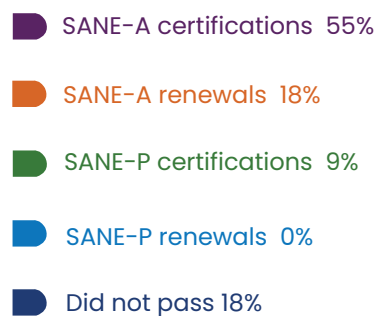
Name of Activity	Number of Participants
Reimbursements for the SANE-A/SANE-P certification exam	28 ⁴
Study groups for the certification exam or renewal	11
IAFN memberships	41
Adult or pediatric preceptorships	0
Forensic nurse shadowing	1
IAFN IPVNE Certificate Program (23 enrollments)	5 completions
Total number of participants:	86⁵

⁴ Results for six of the certification exams were not yet available as of September 30, 2022.

⁵ Duplicated count; there is the potential for participants to receive more than one educational enhancement per program year.

Certification Exam Results for Program Year 1

n = 22



Evaluation of the *Train to Retain* program centers around three main questions:

- To what extent was the program implemented as planned?
- To what extent did the program meet the desired outcomes?
- To what extent were activities implemented to support Rapid Cycle Quality Improvement (RCQI)?

Selected short-term outcomes and results from the program year include the following:

25% of all participants of pediatric-focused clinical education (pediatric clinical skills lab; child abuse medical preceptorship) practice in rural areas or with Medically Underserved Areas or Medically Underserved Populations (MUA/MUP).

• During the first year of the program, there were 14 trainees who participated in pediatric-focused clinical education. Of those, 50% (7 out of 14) were from a rural residential background. Two of the 14 trainees (14%) indicated that they intend to be employed or pursue further training in a rural setting; two of the 14 trainees (14%) stated that they intend to be employed or pursue further training in a medically underserved community.

FNEs report increased confidence and competence to perform medical-forensic care.

• Of the evaluations completed by trainees, there was an overall increase in both confidence and competence for trainees to perform a comprehensive sexual assault examination. This was observed across the clinical skills labs, in-person didactic SANE training, online SANE training, and the mock court.

• Across the trainings offered during the program year, trainees reported an increase in knowledge and ability, as observed by the completed feedback forms for the online SANE training, pediatric skills lab, and educational webinar.

Recruitment partners report increased organizational capacity to provide medical-forensic exams.

• Program recruitment partners were sent a partner survey at the end of the program year. Of the four program recruitment partners, three responded to the survey (3 out of 4; 75%). When asked whether their capacity to provide medical-forensic services to patients who have been sexually assaulted increased, 3 out of 3 (100%) responded "yes." When asked whether their capacity to maintain trained SANEs in your individual organization increased, 3 out of 3 (100%) responded "yes."

Increased number of certified FNEs in MN, IA, SD, and ND.

• During the program year, 28 certification exam reimbursements were awarded to program participants. At the end of the program year, results from 22 of the exams were available. Of the available results, there were 12 SANE-A certifications (55%), four SANE-A renewals (18%), and four SANE-P certifications (9%). Four of the 22 (18%) did not pass the exam.