

## Background

- ❖ Nursing shortage decreases patient safety and increases costs (Ellison, 2020)
- ❖ Newly graduated nurses have high stress and feel unprepared for independent practice (Bong, 2019)
- ❖ More newly graduated nurses change jobs or leave nursing than experienced nurses (Chant & Westendorf, 2019)
- ❖ Nurse residency programs reduce attrition through additional support and education (Chant & Westendorf, 2019)

## Purpose

- ❖ To improve retention, job satisfaction, and competence among newly graduated nurses through development and implementation of a nurse residency program.

## Method

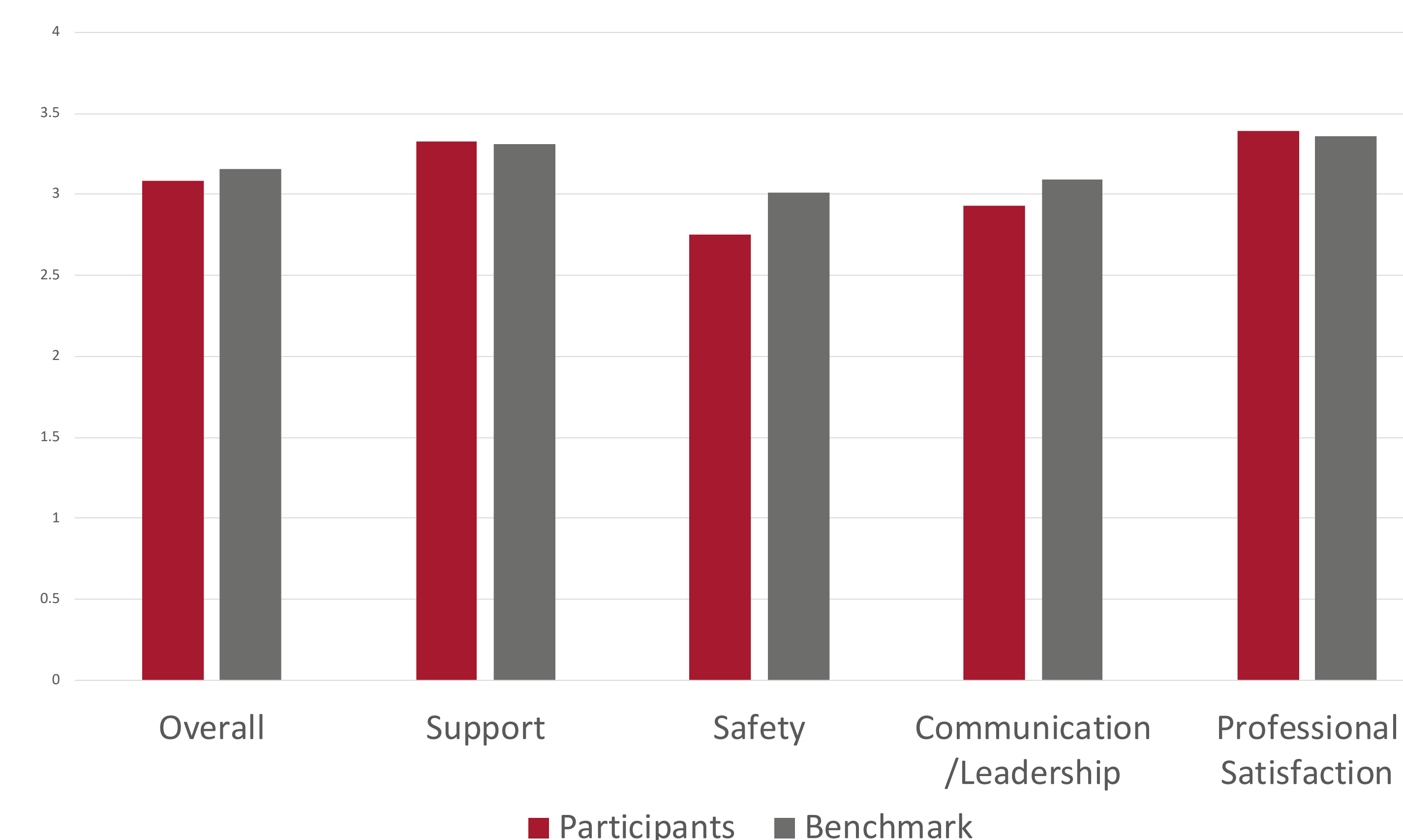
- ❖ Implemented a newly-developed 12-month nurse residency program involving educational sessions, debriefing, case studies, simulations, and an evidence-based practice project at a small, independent hospital in the Midwest
- ❖ Mixed methods approach:
  - Retention through human resources data
    - Simple percentages
  - Job satisfaction through use of Casey-Fink Graduate Nurse Experience Survey
    - Demographics
    - Work Satisfaction
    - Job Satisfaction
    - Stressors and Facilitators
  - Reflective journals for evidence of growth toward competence
    - Triangulation with two researchers and NVivo 12
    - Member checks

## Results

### Retention Rates

	6-month retention	12-month retention
2020	88% (22/25)	80% (20/25)
2021	86.7% (13/15)	80% (12/15)
2022	85% (17/20)	85% (17/20)
Post-Implementation	94.1% (16/17)	----

### Casey-Fink Graduate Nurse Experience Survey Overall & Subsection Means Compared to Benchmarks



### Reflective Journal Themes

	Theme 1	Theme 2
Description of Significant Experience		
#1	Affective State	Learning
#2	Stress Reaction	Self-Discovery
#3	Stress Reaction	Autonomy
Do you feel like a nurse?		
#1	Becoming	Caregiving
#2	Transition	Art of Nursing
#3	Growth	Identity
Journals written at one, two and five months		

n=17

## Discussion

- ❖ High pre-implementation retention rates increased post-implementation; direct causal relationship is not definite
- ❖ Satisfaction rates consistent with literature and author-provided benchmarks, except for safety
- ❖ Nurses with BSNs and internships/externships transitioned better
- ❖ Reflective journals suggested growth toward competence was dependent upon opportunities and the nurse's responses to stress
- ❖ **Limitations:** Small cohort sizes, lack of participation, nominal support from facility, short time span, staffing changes due to pandemic

## Conclusion

- ❖ Retention of newly graduated nurses increased after implementation of nurse residency program
- ❖ Job satisfaction was mostly consistent with benchmarks
- ❖ Reflective journals indicate degrees of growth towards competence, both individual and communal
- ❖ **Implications for Practice:**
  - Residents should be required to provide strategically-timed journals
  - Journal themes can be used to guide orientations
    - Residents need guidance, feedback, and opportunities for growth
  - Need for ongoing support and communication
  - The nurse residency program and facility could address specific areas of decreased satisfaction
  - Facilities must mandate participation and provide consistent program management