In 2015 & 2016 Adventist Health + Rideout Emergency Department (ED) hired 24 new graduate Registered Nurses (RN). By the end of 2016, only ten of those 24 remained. With a new grad RN retention rate of 41%, we recognized the opportunity to develop a focused program centered on growing and retaining our nurses.

Additional factors contributing to lower retention rates included:
- We were the only hospital within a 50 mile radius that accepted new graduate RNs into the ED
- Wage differentials were as significant as $10 an hour more in hospitals less than 50 miles from us

The New Graduate RN Building Blocks to Success program includes the following elements:
- Robust New Grad Binder: Department specific information and quizzes, ACLS information, procedural anesthesia information and competency, common ED medications, STEMI Stroke, and malignant hyperthermia protocols, and department workflows.
- Bi-monthly Didactic: Lectures based on Emergency Nurses Association (ENA) material with case scenarios from the new graduate experience on shift. Hospital specific policies incorporated into lecture series. Building block lecture series with 11 different topics.
- Annual Kinesthetic Lab: Cow/pig lung ventilator lab following a Respiratory Emergencies and Airway Management presentation. Hands-on intubation, use of airway adjuncts, and ventilator settings. Occurs once a year.
- “Buddy System” Preceptors: New grads are placed with experienced nurses who enjoy and excel as preceptors. Preceptors are top performers in the department and support the new graduate RN even after their orientation period is over. Usual orientation period is 12 weeks.
- Leadership Involvement: Monthly check-ins with ED leadership to ensure needs are being met timely while on orientation. Check-ins post-orientation occur at the 6-month and 1-year mark.
- Clinical Educator Presence: Nurse educator rounds in the department, 3 times a week, two hours before night shift ends to work at the bedside with the new graduate RN.

January 2017 to present (June 2018) Adventist Health + Rideout ED’s retention rate for new grad ED RNs is 92%*. Though our retention rate is better than national averages at this time, the true test of the building block program will manifest in subsequent years.

Additional Information
- The Building Block lecture series includes the following topics:
  - Patient Assessment
  - Respiratory Emergencies & Airway Management
  - Cardiovascular Emergencies
  - Shock Emergencies
  - Abdominal Emergencies
  - Fluid & Electrolyte Emergencies
  - Neurological Emergencies
  - Communicable Infections
  - Pediatric & Geriatric Emergencies
  - Invasive Hemodynamic Monitoring
  - Trauma Emergencies