Transition to Practice Program:
The Impact on Professional Development & Retention
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ABSTRACT
Transition to Practice Programs (Nurse Residency Programs) support new graduate nurses throughout their first year in their professional role. Outcome data is important documentation needed to provide information on the program's success in meeting program objectives. Furthermore, outcome data is used by program accreditation bodies such as ANCC/CCNE as evidence that the program has reached pre-set standards. The Institute of Medicine recommends the development and implementation of nurse residency programs to improve retention of nurses and expand competencies which leads to improved patient outcomes (Institute of Medicine, 2011). Nurses who are involved at the unit/organizational level are more committed to their jobs and in turn have increased job satisfaction, better collaboration, organizational commitment and a lower turnover rate (Buffington, A; et al. 2012). This research study aims to find the relationship between nurse who participate in a nurse residency program and their continued professional development and intent to stay within the organization. Although nurse residencies are being implemented nationwide, there are very few studies that demonstrate the impact that nurse residencies have on continued professional development. The data from this study is both quantitative and qualitative and professional development. The data from this study is both quantitative and qualitative and demonstrates the overall view of the organization and the program and glean statistical information for recruitment and retention.

METHODS
• This is a longitudinal descriptive survey cohort study
• The population under this study includes both genders and all ethnic groups
• The subjects are registered nurses who have are enrolled and/or graduated from the WVU Hospital Nurse Residency Program from the summer of 2013 through 2017 (n ~ 800)

BACKGROUND
• The United States is currently experiencing a registered nursing shortage, which experts project to increase as the "baby boomers" age and the demand on health care services increases
• The purpose of nurse residency programs is to offer increased support to graduate nurses as they transition into their career as professional registered nurses
• Graduate nurses share numerous common concerns, which were identified by a study conducted by Fink, Casey, Krugman, and Goode (2004) utilizing the Casey Fink Graduate Nurse Experience Survey on participants in nurse residency programs
• A study conducted by Olson-Sitki, Wendler, and Forbes (2012) evaluated a 12 month nurse residency program at a large Magnet facility. The study demonstrated that the nurse residency program was effective in increasing confidence by the 12 month mark, providing support, and decreasing retention rates
• Fiedler, Read, Lane, Hicks, and Jegier (2014) conducted a study to evaluate the long term effects of nurse residency programs on retention rates, satisfaction, and professional development. Researchers found that the nurse residency program decreased turnover rates; however, did not affect job satisfaction scores
• Research has demonstrated different means of evaluation of nurse residency programs. The standard of evaluation tends to be attrition rates; yet, data regarding professional development, the intent to stay, and job satisfaction can also exemplify the effectiveness of nurse residency programs

LIMITATIONS OF THE PROJECT
• National benchmarks are not available for Transition to Practice Programs
• National benchmarks are not available for professional development of nurses
• Follow-up surveys for nurses who have left the organization are a challenge to obtain

KEY FINDINGS/RESULTS
What activities have you participated in during the past two years to enhance your professional development and/or support achievement of your career goals?

REFERENCES

First Year Turnover Comparison

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<th>First Year Turnover for Transition to Practice Program</th>
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