Transition to Practice Program: The Impact on Professional Development and Retention

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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 demonstrates the overall view of the organization and the program and gleans statistical information for recruitment and retention.

To deliver quality patient care, nurses must become engaged in professional development and strive to be life-long learners. New nurses must receive training in leadership, critical thinking, and research in order to continue to advance the nursing profession. Nurses who are engaged in their organization and feel empowered to make changes and continue learning are less likely to leave to pursue other employment thus decreasing turnover. As Nurse Residency Programs become more common place in healthcare organizations, it is important to document program success that can be replicated. The significance of this study is that there are few studies that demonstrate the impact that nurse residencies have on continued professional development. In order to fully develop these programs, there is a critical need to understand how nurse residencies affect the professional development of new graduate nurses. More studies are needed to document positive program outcomes. Continued participation in nursing professional development activities may be influenced by participation in a nurse residency program. The purpose of this study will evaluate graduate nurses intent to stay at the organization and the continued professional development nurse residents pursue during and post-residency program.

Title:
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References:

Abstract Summary:
Transition Practice Programs support new graduate nurses throughout their first year in their professional role. 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.

Content Outline:
Introduction:
A. Transition to Practice Programs
B. Benchmarks for retention & professional development
Main Point: Description of Transition to Practice Programs
Supporting Point #1: Multiple models
Supporting Point #2: Model at organization
Main Point #2: Description of outcomes for retention
Supporting Point #1: Retention strategies within the Transition to Practice Program
Supporting Point #2: Retention rates
Main Point #3: Description of Professional Development Strategies
Supporting Point #1: Program’s strategies to increase professional development
Supporting Point #2: Professional Development results
Conclusion: Best practices to improve retention in transition to practice programs
Best practices to increase professional development in transition to practice programs
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