



Nurse Residency Program

An Evolutionary Concept Analysis

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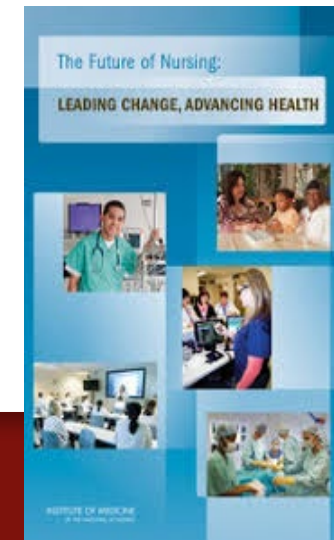
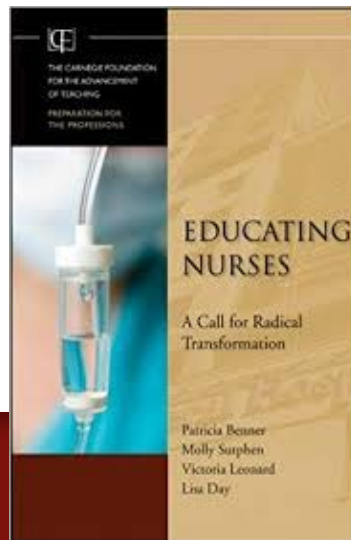
Background

NURSING TURNOVER: 17.5% in 2014¹ & 27.7% in 2018²

NURSING PRACTICE/PREPARATION GAP: Transition Shock³

NURSING JOB GROWTH: 12% 2018-2028⁴

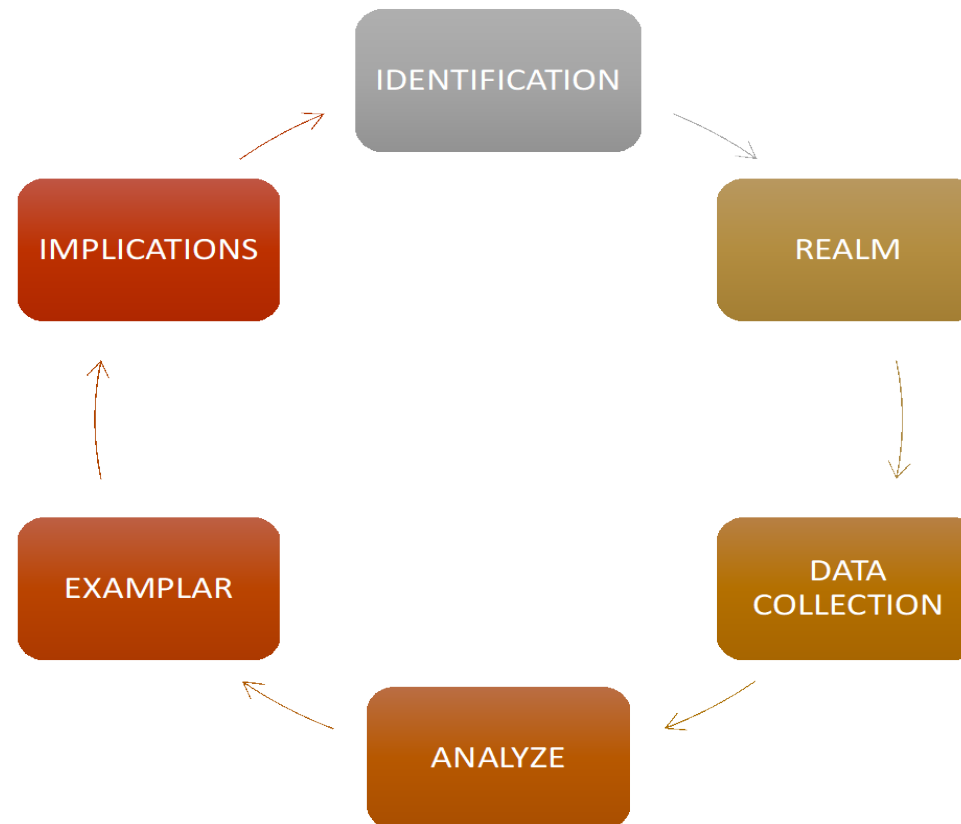
NATIONAL CALLS TO ACTION





Method

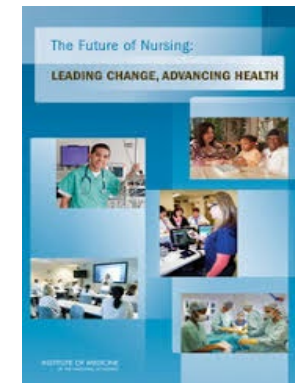
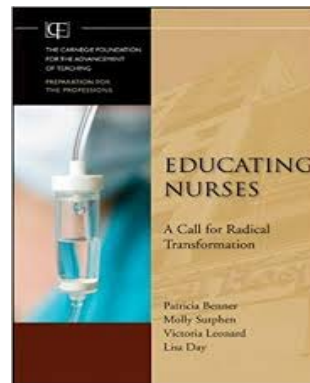
Evolutionary Concept Analysis⁵





Step 1: Concept Identification

Nurse Residency Program





Step 2: Identification of Realm

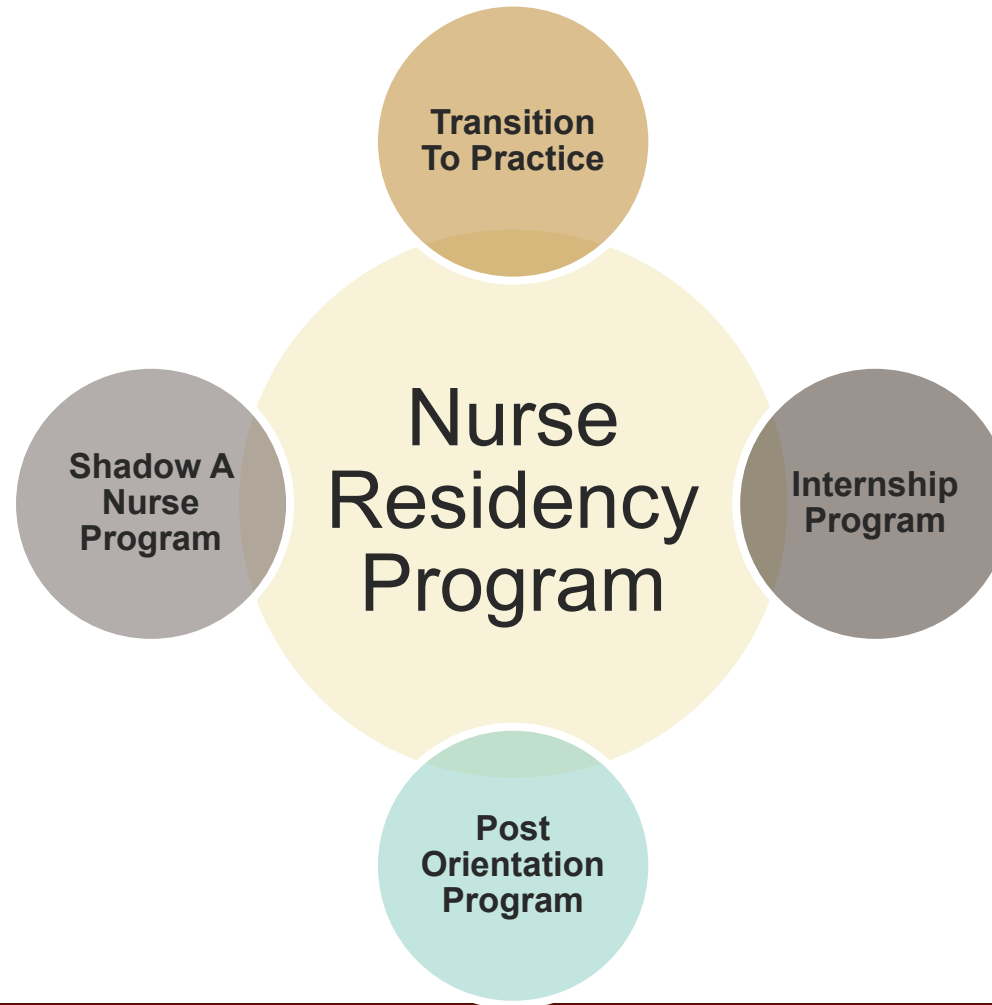
Time Period: 2002-2018

Disciplines:

- Nursing
- Medicine
- Pharmacy
- Physical Therapy
- Pastoral

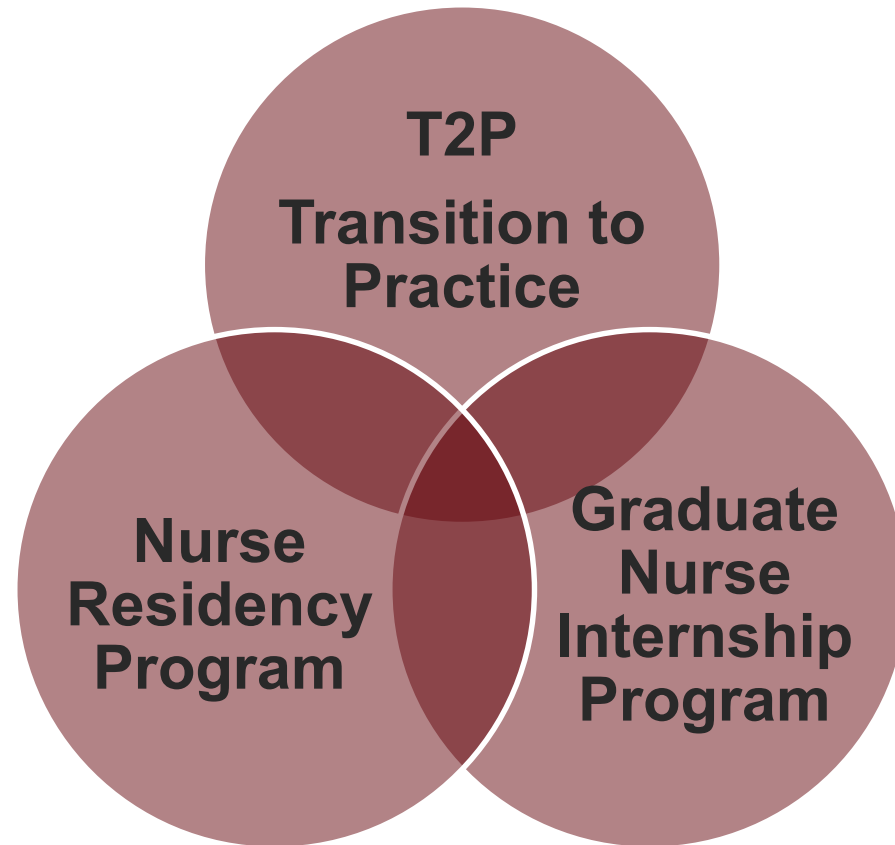


Step 3: Data Collection: Related Terms





Step 3 Data Collection: Surrogate Terms





Step 3: Data Collection: Attributes

- Versant New Graduate Nurse Residency⁶
- Vizient/American Association of Colleges of Nursing⁷
- Commission on Collegiate Nursing Education⁸
- American Nurses Credentialing Center⁹
- State Coalitions¹⁰⁻¹³
- Facility Based Model¹⁴⁻¹⁸



Step 3 Data Collection: Antecedents

Newly Licensed Registered Nurse ^{19, 20}	Health Care Organization
<ul style="list-style-type: none">• Diploma, Associate or Bachelors** Degree	<ul style="list-style-type: none">• leadership support
<ul style="list-style-type: none">• passing score National Council Licensure Exam	<ul style="list-style-type: none">• evidence based curriculum
<ul style="list-style-type: none">• temporary practice permit***	<ul style="list-style-type: none">• stakeholder buy in
	<ul style="list-style-type: none">• funding
	<ul style="list-style-type: none">• program development

**Requirement of CCNE Accreditation

***Only pertains to some states in United States



Step 3 Data Collection: Consequences

Newly Licensed Registered Nurse ^{21, 22}	Health Care Organization
<ul style="list-style-type: none">• Increased competence	<ul style="list-style-type: none">• Increased retention rates
<ul style="list-style-type: none">• Increased confidence	<ul style="list-style-type: none">• Cost savings from turnover
<ul style="list-style-type: none">• Increased critical thinking skills	
<ul style="list-style-type: none">• Organization/Prioritization	
<ul style="list-style-type: none">• Communication	
<ul style="list-style-type: none">• Clinical leadership	



Step 3 Data Collection: Contextual

Allied Health Residency Programs²³⁻²⁷

Required:

- Medicine
- Pharmacy

Optional:

- Chaplain
- Physical Therapy



Step 4: Data Analysis

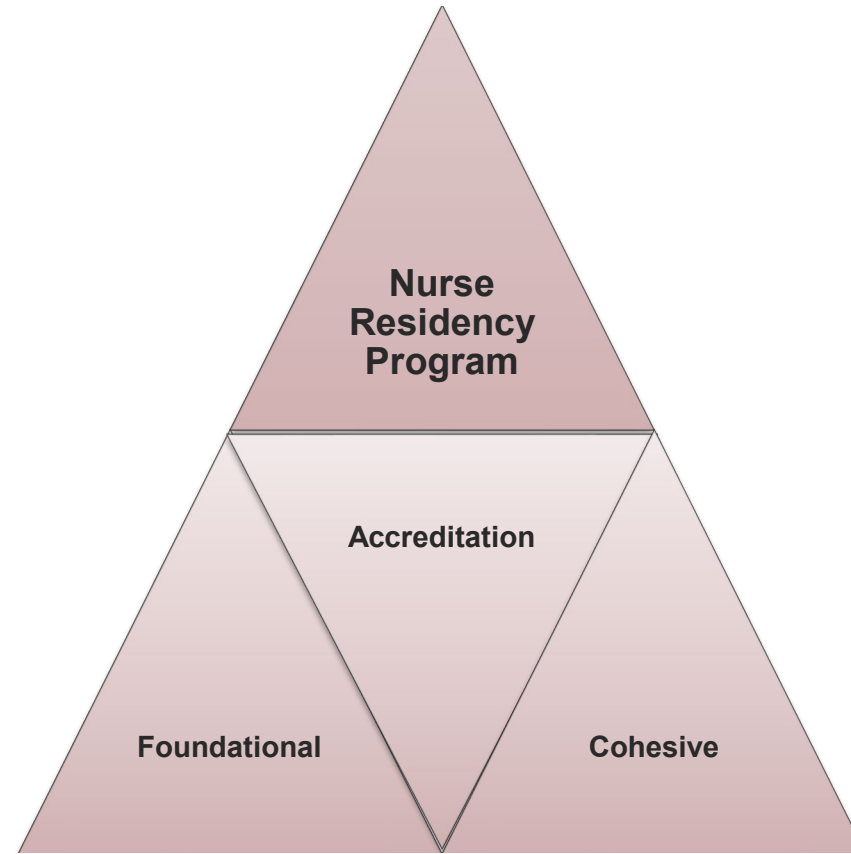
What Are the Attributes of Nurse Residency Programs?

Foundational Attributes

- Academic/Practice Partnership
- Theoretical Framework
- Stakeholder Buy in
- Leadership Support

Cohesive Attributes

- Program Length 1 Year
- Preceptorship & Trained Preceptors
- Mentoring
- Didactic Learner Centered Sessions
- Program Evaluation Measures





Step 4: Data Analysis

Accreditation

American Nurses Credentialing Center (ANCC)²⁸

- 117 Programs



Commission on Collegiate Nursing Education (CCNE)²⁹

- 31 Programs





Step 5: Exemplar

A **one year, accredited**, post graduate training program in which a NLRN is hired by a health care organization to facilitate the transition to practice time period. The NRP development, goals and evaluation is supported through a **partnership of stakeholders and leadership** from the **health care organization and an academic affiliate**. The NRP is a **theoretically designed** enculturation period for NLRNs entering the profession and includes cohesive program attributes of clinical experience with **trained preceptors**, ongoing **mentoring** by expert nurses, **professional role socialization** through expert led **didactic, simulation and interprofessional sessions** in priority focus areas such as **critical thinking, communication, quality and safety**. Through these learner focused sessions, the NLRN evolves through **relationship development**, ongoing **leadership and mentor support** and **critical reflection** in order to gain confidence for autonomous practice.



Step 6: Implications

Future Research Questions

1. Which attributes of nurse residency programs most influence newly licensed registered nurses during transition to practice?
2. How can the use of nurse residency programs to enhance transition to practice for newly licensed registered nurses impact patient outcomes?



Step 6: Implications



Instrument, Theory, Policy



Conclusion

1. Nurse residency program attributes & models are highly variable.
2. Identification of foundational & cohesive attributes was warranted.
3. The evolutionary concept analysis lens supports growth over time.





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Sigma Circle