



**INTRODUCTION/BACKGROUND**

- Increased attention to transition of nursing graduates into practice, driven by nursing shortage.
- Novice nurses with little to no support within the first 6-12 months of practice have approximately a 25% turnover rate (Spector, 2015).
- According to research, transition-to-practice programs have a significant impact on new-graduate satisfaction, retention, and decreased patient errors.

**METHODS**

- 13 new graduates who graduated/just started the nurse residency program. Completed the Casey-Fink Graduate Nurse Survey.
- Cohort 1-3 represented after program
- Cohort 4 represented before the program.
- 41 staff members in the emergency department completed the Adapted Casey-Fink Graduate Nurse Survey.
- Internal consistency estimates Cronbach's alpha of 0.89.

**PURPOSE**

- Evaluate the nurse-residency program in a local, level-two trauma center in rural central Montana that can serve up to 34,000 patients a year.
- Outcomes and Measurements: new graduate readiness to practice, new graduate perceptions of clinical decision making, new graduate satisfaction with residency program, new graduate retention, staff perception of readiness to practice.

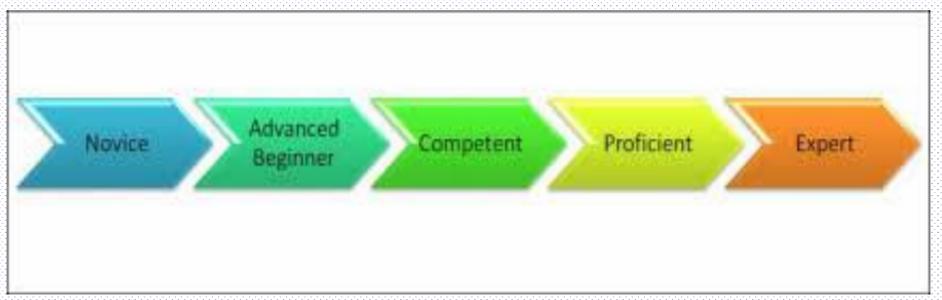
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Duchscher's Transition Stages Theory



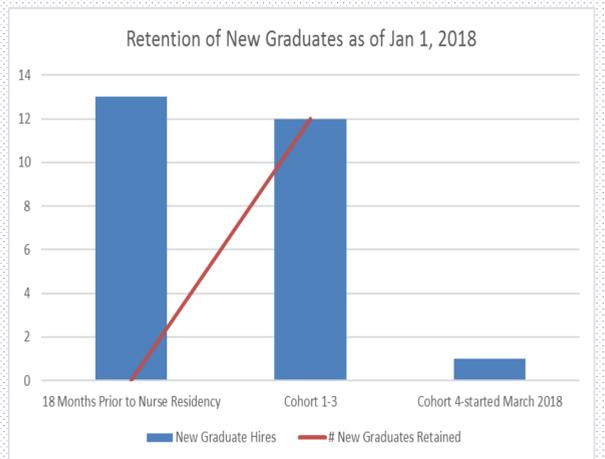
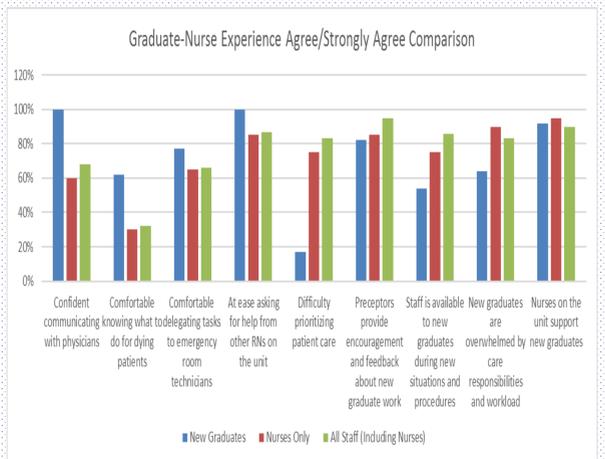
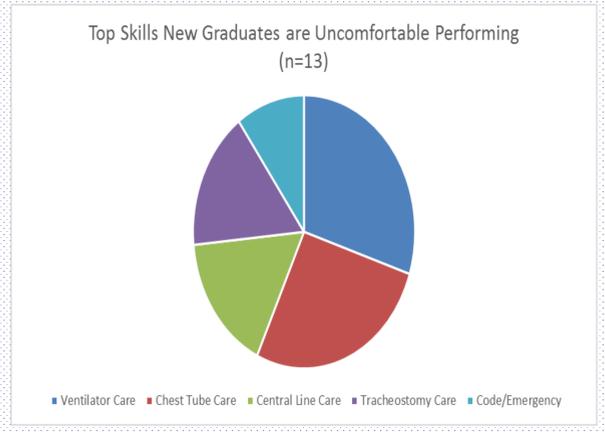
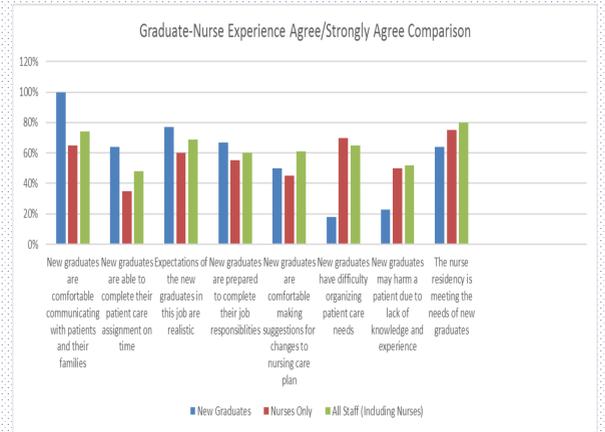
Benner's From Novice to Expert Theory



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**Results/Data**



**RESULTS**

- Graduates of the nurse residency program have increased readiness to practice.
- Participants indicated that new graduates lack experience and confidence to perform critical care skills.
- When new graduates have confidence and competence caring for patients, this can have a direct correlation to increased patient outcomes.
- Overall impression is that the nurse residency program is meeting the needs of the new graduates.
- As of January 1, 2018; 100% retention rate of new graduates who completed nurse residency program, compared to 0% retention prior to implementation.
- Results indicate that utilizing the research-estimated cost savings of \$7,988 per new graduate oriented, the facility had an approximate cost savings of \$103, 844 for the 13 retained new graduates.

**CONCLUSIONS**

- Facilities and management can incorporate these findings into developing and maintaining nurse residency programs in order to improve patient outcomes, and new-graduate satisfaction and retention rates. All of the results and lessons learned demonstrated the powerful position of improving healthcare outcomes that Clinical Nurse Leaders are in and that, in order to have an impact, they must continuously collect data and information to develop, implement, and evaluate programs and processes.