ONE HEALTHCARE FACILITY
+ TWO GRADUATE NURSE ORIENTATION PROGRAMS
= SUCCESSFUL TRANSITION TO PRACTICE

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OBJECTIVES

- The learner will be able to discuss the characteristics of two different transition into nursing practice programs used in one healthcare facility.

- The learner will be able to identify results of the transition into practice experience of the participants in this study.
REALITY SHOCK

- NCLEX-RN
- Eligibility for staff nurse positions
- Transition from student to professional/staff nurse
- Personal Expectations
- Institutional expectations of staff nurse role
RESEARCH SITE

- Sparrow Hospital in Lansing, Michigan
  - Non-profit; Community Governed
  - 697 licensed beds
  - Annual statistics
    - 100,000 ED visits, 4,000 births, and 23,000 surgeries
  - 5,600 Associates
Nurse Interns
- Traditional Orientation program of 8 - 12 weeks

Nurse Residents
- Rotate through 10 patient care units
- Didactic classes
- 12 week program + Unit orientation of 3 - 6 weeks (15 - 18 weeks total)
- Support meetings
- Interview for available positions
- “Match” process for placement
RESEARCH QUESTION

- Does one orientation program impact the transition process better than the other, or are both programs equally supportive?
TOOL: CASEY-FINK GRADUATE NURSE EXPERIENCE SURVEY

Five Sections:
1. Skills and procedures with which the GN is uncomfortable
2. Professional supports, expectations, &/or comfort
3. Job satisfaction
4. Transition to practice issues encountered by GNs.
5. Demographic information & four open-ended questions.

Reliability:
Quantitative items – ranges from .71-.90

Content validity:
1. Established by expert review
2. Discriminating between nurses with varied amounts of experience during the initial year of professional nursing practice
STUDY DESIGN & METHODOLOGY

- Approval granted by IRB Committees (GVSU and Sparrow)
- Convenience Sampling
- Non-Experimental
- Longitudinal Time Dimension
- Criteria for Inclusion
- Recruitment Procedure
- Voluntary Participation
- Data Collection Process
AGE OF PARTICIPANTS

[Bar chart showing age distribution among different groups: Intern-3, Resident-3, Intern-6, Resident-6, Intern-12, Resident-12. Bars are color-coded for age groups: < 25 (pink), 25-35 (purple), 36-45 (orange).]
GENDER OF PARTICIPANTS

- **Female**
- **Male**

Bar chart showing the gender distribution of participants in different roles such as Intern-3, Resident-3, Intern-6, Resident-6, Intern-12, and Resident-12.
BSN graduates more likely to be Residents and ADN graduates more likely to be Interns (p = 0.0054).
FACTORS AFFECTING APPLICATION TO A PATIENT CARE UNIT

- **Interns**
  - Previously a student nurse extern on the unit
  - Previous clinical rotation on the unit
  - Patient population and/or type on the unit
  - Wanted a foundation in medical-surgical nursing
  - Wanted high-acuity and/or fast-pace

- **Residents**
  - Nurse-Patient ratio
  - More RN autonomy on the unit
  - Good physician-nurse relationships
  - Supportive environment (staff & management)
  - Patient population and/or type on the unit
INFLUENCES ON DECISION TO ACCEPT STAFF RN POSITION

- **Interns**
  - Area/Unit desired (patient population or type)
  - Interview was well organized
  - Friends on the unit
  - Perceived there were high quality care standards
  - Staff on the unit
  - Needed a job

- **Residents**
  - Unit managers
  - Staff on the unit
  - Area/Unit desired (patient population or type)
  - Rotated to the unit during the residency program
  - Friends on the unit
  - Needed a job
RESIDENTS & INTERNS (3-6-12 MONTHS)

- Job performance expectations of their positions were realistic
- Comfortable communicating with patients and their families
- Opportunities available to practice skills and procedures more than once
- Comfortable in making suggestions for changes to the nursing plan of care
- Work was exciting and challenging
- Family and friends supportive
Overwhelmed by patient care responsibilities and work load: significant for residents & interns

Difficulty in organizing patient care needs: significant for residents & interns

Decreased comfort in communicating with physicians: significant for residents & interns

Delegation of tasks to nursing assistant: Interns more comfortable than Residents (but both groups more uncomfortable with this task at 3 months when compared to 6 & 12 months)
STAFF SUPPORT FOR NEW GRADS

- Residents & Interns less comfortable asking for help from other RNs on unit at 3 months. Increased comfort at 6 & 12 months
- Decreased perceptions of staff RN support at 3 months. Perceived more support at 6 & 12 months
- Staff RNs most available to assist Residents & Interns during new situations and procedures at 6 months.
- Preceptors assisted in developing confidence in practice at 3 & 6 months
CARING FOR A DYING PATIENT

- Increased levels of discomfort at 3 and 6 months for Residents & Interns
  - No significant differences between the two groups

- Increased level of confidence in knowing how to care for a dying patient at 12 months \( (p=0.0048) \)
  - No significant differences between Residents & Interns
FEAR HARMING PATIENTS

- Residents & Interns feared harming a patient secondary to lack of knowledge and experience at 3 months.
- Increased confidence in patient care knowledge and experience at 6 months.
- Significantly less confident in their knowledge and experience at 12 months (p=0.0001).
  - No difference between Residents & Interns.
Residents & Interns felt significantly less prepared at 3 months than they did at the 6 and 12 month marks \( (p=0.0294) \)

Interns felt more prepared than Residents at the 3 month interval \( (p=0.0294) \)

At 12 months, the Interns felt less prepared than Residents \( (p=0.0472) \)
SATISFACTION WITH NURSING SPECIALTY AREA

- Decreased satisfaction level at 12 months
- No difference between Interns & Residents
REASONS FOR STAYING IN THE INITIAL POSITION OF HIRE

- Lack of RN positions
- Not enough experience
- Financial obligations
- Enjoy the patient population on the unit
- Supportive work environment
- Colleagues/Staff on the unit
- Opportunities for learning
LIMITATIONS OF STUDY

- Convenience sampling at a single institution
- Small sample size at each collection point
- Lack of diversity in racial/ethnic status
- Lack of gender diversity
- Nurse Intern program = 8-12 weeks
- Nurse Resident program = 12-18 weeks
- Depressed economy in State of Michigan
LESSONS LEARNED & RECOMMENDATIONS FOR FUTURE RESEARCH

- An electronic format (Zoomerang or Survey Monkey) may have increased response rate
- Graduate RNs at Sparrow experience a smoother transition
- Few significant differences between the two groups in regards to transition to practice experience - need to repeat with another sample
- More research needed on why ADNs and BSNs are drawn to the different orientation programs
- What does decreased satisfaction with nursing specialty area mean?
AUDIENCE QUESTIONS