Bridging the Practice Gap through Pre-Licensure Nurse Residency Programs

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**Project Purpose**

- Develop a proposal for a pre-licensure nurse residency program and a dedicated educational unit at the target facility.
- The goal being a reduction in turnover rates of new graduate nurses, improve, new nurse confidence and competence while improving patient outcomes.

**Problem**

- Low scores in the areas of confidence and competence on surveys given to new graduate nurses.
- High turnover rates among new graduate nurses in the first year of hire.

**Implications for Practice**

- Improved new graduate nurse’s confidence and competence
- Improved educational preparation for new graduate nurses
- Improved nurse retention rates
- Improved patient outcomes
- More effective staffing ratios

**Program Cost Comparison**

**Student Nurse Extern (SNE)**

- Hours in training = 36 hours X $13/hr X 20 externs = $9,860
- Training materials = $500
- Specialty Rotation = $2,080

**Total first year costs = $12,080**

**Dedicated Education Unit (DEU)**

- Hours in training = 24 hours x $35/hr average salary x 20 nurses = $16,800
- The cost decreases over time as more nurses are trained

**Total first year costs = $16,800**

**Methodology/Framework**

- Deuschner’s Transitional theory
- Transition shock
- Easy alignment with transition to practice gap
- Developed individual proposals and presented to nursing leadership team

**Assumptions**

1) A pre-licensure nurse residency program and a DEU will both have a positive return on investment.
2) Nursing administration will choose a minimum of either the pre-licensure residency program or a DEU to implement.

**References Available Upon Request**