

# Strategies that Impact the Retention of Experienced Nurses: An Integrative Review

Hemi Matta MSN, RN

## Abstract

- Bureau of Labor Statistics for 2016-2026 predict that the registered nurse workforce is expected to increase by 203,700 yearly through 2026.
- Research on how to retain the skills and expertise of experienced bedside nurses has historically been lacking the aim of this study is to gain a better understanding of strategies that impact the retention of experienced nurses.
- Professional development, organizational and leadership support, workplace environment, and flexibility were key concepts identified by all participants in the ten studies as relevant strategies that would impact retention.

## Background and Significance

### Nursing Shortage Fact Sheet

75,000 qualified applicants were turned away from baccalaureate and graduate nursing programs (Rosseter, 2014).

### Recruitment and Retention

Needs to be more diverse and flexible to attract nurses in all age groups.

### Demand outplay Supply

RN workforce projected to increase, if imbalance not corrected the United States will be short more than a million nurses (Dolan, 2011).

Aging Workforce, Retention, and Decrease in New Graduates

Nursing Shortage

## Research Question

What strategies impact the retention of experienced nurses?

## Methods

339 records identified through CINAHL, MEDLINE, PsycInfo, Gale Academic, Science Direct, Proquest, and Ebscohost database searching

Various search terms were used to allow for appropriate articles.

In observing the inclusion criteria of primary focus on experienced nurses with a minimum of one-year experience and strategies on retention and keeping the date range of 2010-2020.

305 articles were removed for a lack of focus on experienced nurses.

A total of 34 articles were then read further for a more focused relevance to the research question. A total of 24 articles were then further excluded.

10 articles were included

## Results



## Discussion & Implications to Nursing Practice

