Novice registered nurses are faced with a myriad of challenges during the transition to professional practice. While healthcare agencies and schools of nursing have worked diligently to improve the transition, some graduates are still unprepared.

**Objectives of Program/Intervention**

Following the poster presentation, the learner will be able to:
1. Describe the perceptions of novice registered nurses preparedness to practice as direct care providers.
2. Discuss Recommendations to ease the transition from graduate nurse to novice registered nurse.

**Description of Study**

- Gain current understanding of nurse leaders’ perceptions of novice registered nurses preparedness to practice as direct care providers.
- Specifically to identify and understand:
  - Knowledge, skills, and attitudes (KSAs) perceived as strengths and areas needing improvement.
  - Experience with proven and innovative strategies.
  - Recommendations for the nursing profession.

**Research Questions**

1. What are nurse leaders’ perceptions of the preparedness of novice RNs as direct care providers in an acute care hospital?
2. What specific KSAs are strengths?
3. What specific KSAs need improvement?
4. What is your experience with proven strategies for facilitating transition from student to licensed RN (e.g., tested and proven strategies)?
5. What innovative strategies should be tested for facilitating transition from student to licensed RN (e.g., not yet proven strategies)?

**Interview Questions**

1. What are nurse leaders’ perceptions of strengths and areas needing improvement related to novice RN knowledge, skills, and attitudes (KSA) as direct care providers in an acute care hospital?
2. What specific KSAs are strengths?
3. What specific KSAs need improvement?
4. What is your experience with proven strategies for facilitating transition from student to licensed RN (e.g., tested and proven strategies)?
5. What innovative strategies should be tested for facilitating transition from student to licensed RN (e.g., not yet proven strategies)?
6. What are your recommendations to the C-suite for issues around transition to practice (e.g., CEO, COO, CNO, and CFO)?
7. What are your recommendations to the nursing profession at-large for issues around transition to practice?
8. What are your recommendations to the healthcare industry for issues around transition to practice?

**Findings to Date**

- Novice RNs are having difficulty managing the adjusted salary and new expenses.
- Support is needed at all levels of the healthcare industry, especially from administration.
- Novice RNs need support and resources to help plan and manage patient care.

**Key Lessons Learned**

- Anti-Bullying Seminars
- Implementation and Enforcement of Civility Policies
- Nurse Specific Orientation/Mandatory 12-week orientation
- Require a Nurse Residency Program for all Novice RNs
- Incorporate Financial Classes into Orientation
- C-Suite Rounding/Involvement
- Develop a Support Line for Novice RNs

**References**

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