

ADVANCED PRACTICE NURSING ORIENTATION PROGRAM

NEW DIRECTIONS

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Purpose

Development of a comprehensive Advanced Practice Nurse (APN) orientation program directed toward improving the transition of new APNs into today's complex acute healthcare work environment to improve APN job satisfaction and retention.

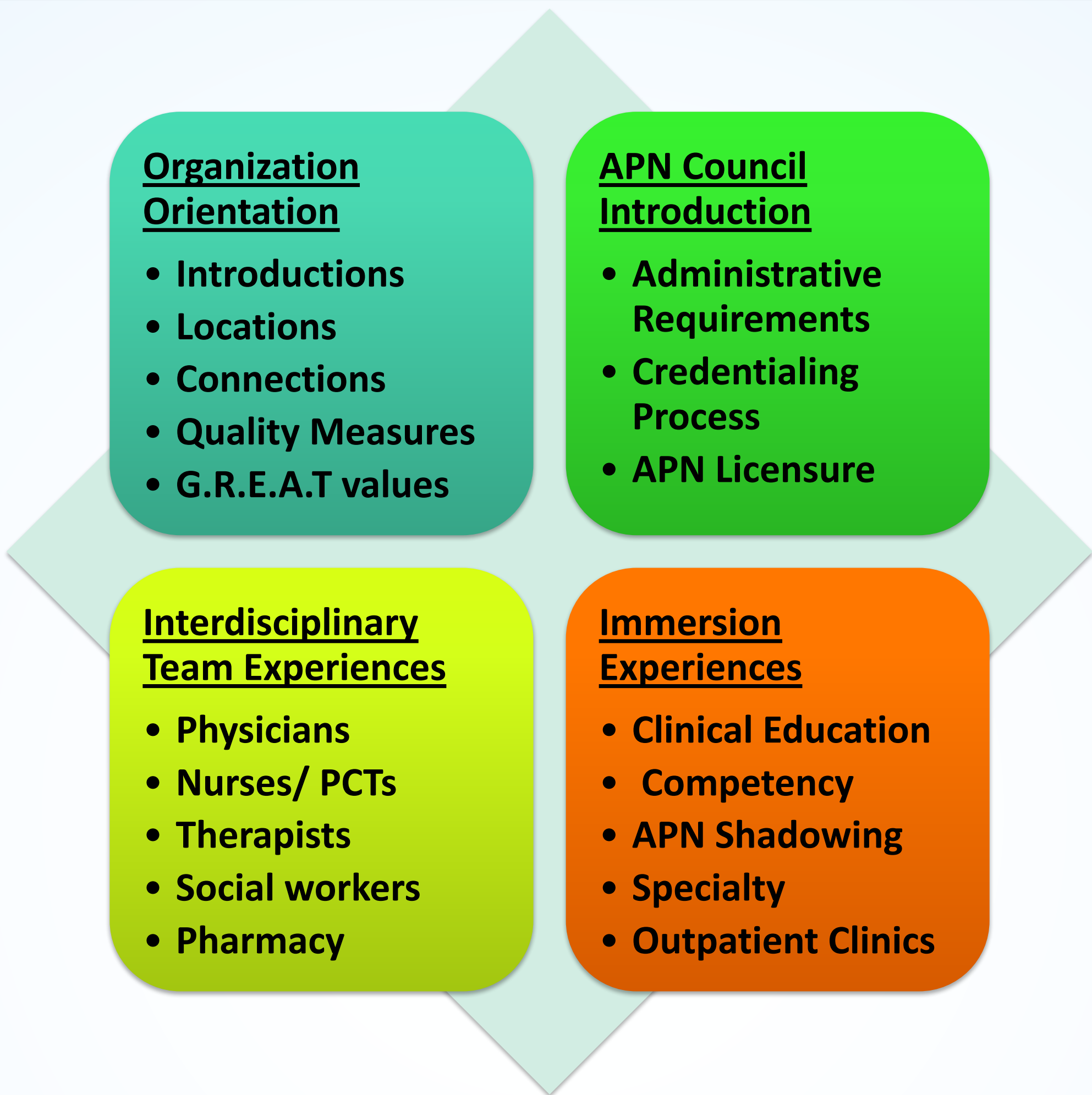
Methods

- Needs Survey
- Committee Formation
- Analysis of Survey results
- Literature Review
- New Directions Orientation Program
- Mentor Training
- APN Resource Manual
- Continual Evaluation/ Feedback Process

Creating Mentorship



Orientation Program



7 Areas for Mentoring



Discussion

The goal of the APN Orientation program, *New Directions* is to improve the transition of New APN hires into organization practice. The effectiveness of the project is ongoing. APN retention rates and new APN hire surveys guide further orientation and program initiatives.

Nursing Implications

Implications for nursing leadership include: effective orientation programs that improve transition for advance practice that can result in improved quality patient care, clinical leadership, as well as employee satisfaction and APN retention rates.

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