Cognitive Apprenticeship in Hospital Orientation for Newly Graduated Nurses
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Methodology
- Mixed Method
- Pre-Post test design
- Power analysis, n = 51
- Instrumentation: Casey-Fink Graduate Nurse Experience Survey
- One focus group of NGNs & one of preceptors
- Sample: Newly graduated, non-experienced nurses & RN preceptors
- Setting: Moderate size community hospital. Medical-surgical & critical care units

Aim of Study
To explore whether there would be a difference in confidence, and ease of transition to practice, after completing a CA based preceptorship during orientation.

Data Analysis
- 3 months of data collection
- Quantitative data: SPSS, independent samples t-test and frequency statistics
- Qualitative data: 2 focus groups, open coding

Quantitative Findings
- 51 participants completed the pretest and 46 participants completed the posttest
- 63% of the new graduates were hired into critical care (n=29)
- Latent variable for confidence yielded a 4.30% increase from pretest to posttest (pretest M =3.00, posttest M = 3.18, p = .012)
- Transition to practice highest frequency answers were: Lack of confidence, (52.2%), Need for improved orientation (37%), outdated equipment (58.7%)

Qualitative Findings
- NGN focus group themes
1. Confidence building is an ongoing process
2. Experience level of preceptor matters to preceptorship outcomes
- Preceptor focus group themes
1. Novice preceptors: training manual helpful
2. Experienced preceptors: frequently utilized
3. Concepts of CA, though not cognizant of instructional strategies

Confidence Items With Lower Posttest Score

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<thead>
<tr>
<th>Item</th>
<th>Mean (SD)</th>
<th>p value</th>
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<tbody>
<tr>
<td>Satisfied with chosen specialty</td>
<td>3.59</td>
<td>.48</td>
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<tr>
<td>Job expectations are realistic</td>
<td>3.11</td>
<td>.14</td>
</tr>
<tr>
<td>Work is exciting &amp; Challenging</td>
<td>3.64</td>
<td>.25</td>
</tr>
<tr>
<td>Manager provides encouragement &amp; feedback</td>
<td>3.51</td>
<td>.004</td>
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Discussion
- Preceptor training is important to improved preceptorship outcomes
- NGNs made comparisons between the student practicum preceptorship and the employee orientation preceptorship
- NGNs should be allowed to complete a full preceptorship time span regardless of staffing needs
- Instructional strategies for preceptors are effective in the transition to practice continuum and to add to the literature regarding effective preceptorships.