



Cognitive Apprenticeship in Hospital Orientation for Newly Graduated Nurses



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Background

- One in five newly graduated nurses (NGNs) leave within the first year of employment. Many NGNs cite lack of confidence as a contributing factor
- The transition from student nurse to practicing, newly graduated nurse (NGN) is a time of challenge, uncertainty, and lack of self-assurance
- Cognitive apprenticeship (CA) is an instructional strategy that can help NGNs with confidence and ease of transition

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

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

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to practice highest frequency answers were: Lack of confidence, (52.2%), Need for improved orientation (37%), outdated equipment (58.7%)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

Item	Mean (SD)		p value
	Pre	Post	
Satisfied with chosen specialty	3.59	3.50	.48
Job expectations are Realistic	3.11	3.02	.14
Work is exciting & Challenging	3.64	3.52	.25
Manager provides encouragement & feedback	3.51	3.13	.004

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.