Ambulatory Playbook: Externs & Delay to Practice New Registered Nurses
Ruth Ann Obregon, EdD, MSN, MBA, RN
Marlene Ruiz, MA, BSN, RN

Background

U.S. Nurse Demographics
- 3.1 Million Nurses in the U.S.
- 2.6 Million working
- 62.2% Inpatient
- 7.8% Outpatient
- 6.4% Home Health
- 3.55% Academia
- 5.3% Long Term Care
- 3.5% Other

Conceptual Model

Hired: New Graduate Residency
Clinical Externship
Graduate Potential job Delay
Insecurity loss of confidence
Skills Knowledge Loss
The Extern/New Graduate Cycle

Workforce Story

Local community graduates 850 new RNs
- Only 6 hiring hospitals hiring 150 new RNs into transition programs
- 65% new graduates will not immediately find jobs
- Average wait from 6 months to 3 years – as time progresses job opportunities wane.
- Based on a growing Knowledge/Skill gap, the Delay to practice new RN may need a unique transition program.

Implications

- RN students understand the outpatient setting as a viable place to begin and continue career.
- Lack of evidence-based practice programs for transitioning delay to practice new graduates into the RN workforce, acute or ambulatory care.

Recommendations

- Incorporate clinical practice for a minimum of a month in the nursing curriculum
- Policy development and implementation of evidence-based practice programs for launching delay to practice new graduates into their careers.