



Welcome to Nursing: MILLENNIAL NURSE GRADUATES' PERCEPTIONS OF TRANSITION TO PROFESSIONAL PRACTICE

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Abstract

Nursing is experiencing a shortage which millennial nurse graduates may help alleviate with a successful transition to practice. Eleven nurses were interviewed to obtain perceptions of their preparedness as they transitioned from students to professional nurses. Strategies for nursing educators to facilitate successful transition to professional nursing will be described.

Problem Statement

The profession of nursing is experiencing a nursing shortage that is anticipated to surpass 500,000 by the year 2025. Millennial nursing students may provide relief for the nursing shortage if they transition successfully into professional practice. 30% to 60% of graduate nurses seek new employment or leave the nursing profession within their first year of practice citing inadequate preparation for the nursing role in today's healthcare environment. Few studies have been conducted specifically how this phenomenon affects millennial nurse graduates.

Research Purpose

Explore the perceptions of Millennial nurse graduates transitioning from the role of graduate nurse to the role of professional nurse.

Research Question

What were the experiences of a selected sample of millennial nurse graduates as they transitioned from students to professional nurses?

Review of Literature

- Reality Shock
- Expectations of the Graduate Nurse
- Mentorship
- Education
- Millennial Retention Strategies

Design and Methodology

- Qualitative Research
- Phenomenology Research Design
- IRB Approval from University of Maryland
- One-on-One Semi-Structured Interviews

Participants

- Sample of eleven novice nurses
- Born after 1980
- Graduated from a four year nursing program within the last two years
- Held employment in acute care facilities
- Graduated from five different Baccalaureate Nursing Programs

Data Analysis

Data analyzed through collaboration with an experienced researcher for codes, conceptual categories, and themes.

Findings

You Know It's Not The Same

- ~ Unexpected Role Expectations
- ~ Believed professional lives would mimic their lives as nursing students
- ~ Acknowledged adequate academic preparation and educational experiences
- ~ Perceived a lack of clinical preparation for the role of professional nurse

Orientation To Reality: Chaos

- Not prepared for role of professional nurse
- Inadequate orientation
- Lack of nursing experience
- Isolation and intimidation
- Incongruence with idealistic expectations of nursing

Now That I'm Comfortable Working And Stuff

- ~ Transition takes time
- ~ Gaining experience increased the confidence of novice nurses
- ~ Take time to find area of nursing which suits individual professional and personal needs
- ~ Increased satisfaction with the nursing profession

Final Assertion

Final Assertion: The majority of the Millennial nurse interviewees began their first nursing positions as floor nurses in acute care settings; they soon realized incongruence between professional and personal role expectations as they transitioned from nursing students to professional nurses. Although the majority of the interviewees left floor nursing within 6 weeks to 18 months, they acknowledged the value of experience in this area of nursing to develop their foundation of nursing skills. The interviewees expressed that they were/would be more satisfied with employment in a specialty area of nursing. After gaining experience and obtaining employment in a specialty area, the majority of the interviewees planned to remain in the nursing profession and would recommend it to others.

Implications for Practice

- Academic Institutions
 - ~ Clinical Time
 - ~ Increased Exposure to responsibilities of the RN
 - ~ Non-routine Simulation Experiences

- Healthcare Organizations
 - ~ Orientation Length
 - ~ Organizational Processes
 - ~ Mentoring experience

Novice to expert by Benner (1982)

References

List of References Available Upon Request