The need to attract, recruit and retain BSN RNs in the North Central Region of IU Health is significant for three reasons.

1. This market changes rapidly.
2. It is difficult to attract enough RNs in general in the North Central Region of IU Health due to compensation differences in the area.
3. The issue is nationwide and has, for the most part, been going on for decades.

The need for transition programs to reduce problems and which, if any, actually impact on key outcomes for both the individual and the organization.

The development of a proposal for a nurse internship program is significant for three reasons.

1. It is difficult to attract enough RNs in general in the North Central Region of IU Health due to compensation differences in the area.
2. This market changes rapidly.
3. It is also difficult due to compensation differences in the area.

The learner will be able to describe at least two advantages of utilizing a nurse internship model for a transition program to anxiety and trauma in transition.

The Institute of Medicine (IOM) released their report entitled "The Future of Nursing: Leading Change, Advancing Health" in 2010. The IOM set eight goals with five focusing on hiring and retention practices of healthcare institutions. The two recommendations that are relevant to this project are "increasing the nurse residency programs" and "increasing the proportion of new RN hires who are immediately enrolled as full time RNs."

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The learner will be able to describe at least two reasons for the shortage of nurses identified in current and prior literature.

The literature on nurse internship programs is limited. This is a gap in the research of this project.

There is a small amount of literature specifically about student nurse internship programs and post-graduate internships for nurses. As far as we know, the Joint Commission described a conditional device between nursing education and experience to transition to full-time employment. The literature on student nurse internship programs is limited.

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