Evaluating Components of Nurse Residency Programs that may Impact Nurse Retention Rates Beyond the Initial Year of Hire

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PICO

Among new graduate nurses who participate in a nurse residency program, what components of the nurse residency program (NRP) can increase an organization's 2nd year retention rate?

Background

Nurse managers are dealing with high turnover rates and need ways to positively affect retention rates. Nurse residency programs (NRPs) offer healthcare organizations a way to educate new nurses as well as a way to support the transition of the student nurse to the professional role.

Research studies have shown that participation in a NRP leads to an increase in retention in the first year of hire. While NRPs offer a way to improve first year retention rates, further research is needed to assess the effectiveness of content, structure, and to assess retention rates past the initial year of hire.

Theoretical Framework

Benner's Novice to Expert Nursing Theory
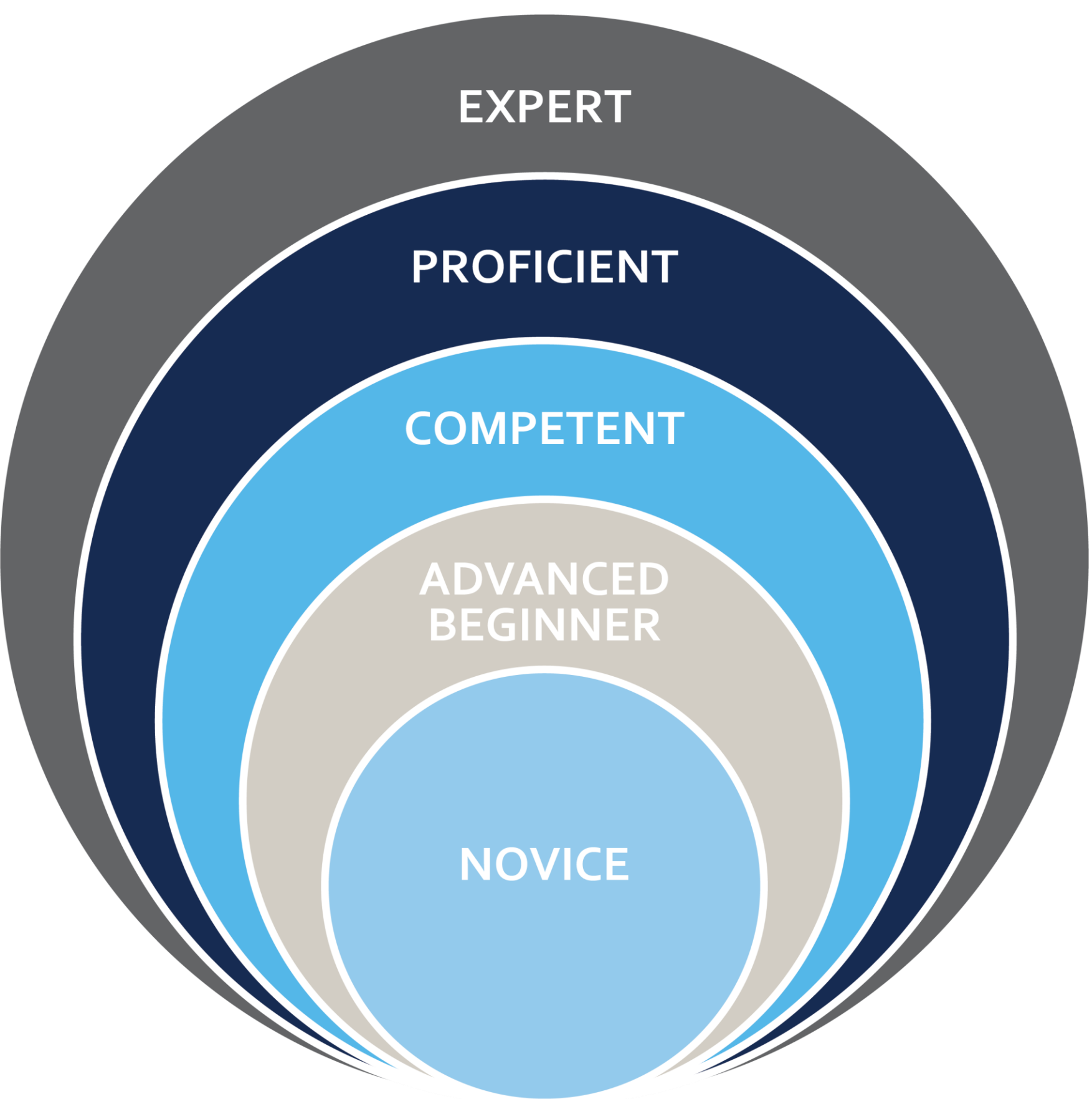
Methods

Evidence-Based Practice Improvement Model

#1: Aim of Capstone Project
The purpose of the Capstone Project is to initiate an evidence-based solution for retaining new graduate Registered Nurses (RN) nearing and beyond their second year of employment.

#1: SMART Goal
Proficiently analyze relevant and current evidence (external data) and expert interviews (internal data) by Oct. 15th for the purpose of disseminating new knowledge and recommending revisions for NRPs to meet contemporary needs in a healthcare system.

#1: PDSA Framework
Plan: Review current evidence-based practice journal articles that focus on frameworks for successful nurse residency programs that have shown to reduce first year turnover and may impact second year turnover.

Do: Interview NRP program and human resource (HR) experts to review components of NRP in comparison to turnover rates at two midwestern hospitals.

Study: Review the data collected through EBP and from guided NRP and HR expert interviews to determine possible components of NRP programs that could impact second year retention rates.

Act: Create a curriculum framework for integration into an institutional NRP.

#2: Aim of Capstone Project
Promote advanced nursing practice knowledge by presenting the transformation of evidence into information for clinical application.

#2: SMART Goal
Create 3 to 4 key components of new curriculum to be added to all new nurse residency programs that will address specific organizational identified causes for attrition

#2: PDSA Framework
Plan: Review current curriculum of two identified midwestern NRPs and review causes for attrition at these midwestern hospitals.

Do: Use data from advisory committees for NRPs and HR representatives to identify key areas of attrition

Study: Explore areas of nursing curriculum utilizing the framework of successful components that could impact the identified causes for attrition

Act: Share proposed framework of curriculum that could impact attrition, with institutions to utilize within their developed NRP.

Findings

Framework Of Successful Components

NR Component	Benner's Level
Strong foundation with organizational support	Beginner
Committed leadership	Advanced Beginner
Resiliency/Self care	Competent
Peer support/ Socialization	Beginner
Patient outcomes	Beginner
Structured program	Competent
Leadership skills/ Delegation	Advanced Beginner
Job competencies	Novice
Prioritization/Resource management	Advanced Beginner

NR Component	Benner's Level
Quality initiatives	Advanced Beginner
Incivility & Conflict resolution	Competent
Simulation experiences	Novice
EBP Component	Competent
Cultural diversity	Beginner
HCAP Scores	Competent
Patient education	Novice
Ethical decisions/ Palliative	Advanced Beginner
Career growth / Professional development & roles	Competent

Future Recommendations

Next steps needed to integrate the evidence-based project into the work setting would be:

- Build relationships between HRs and NRPs to institute findings
- Create outreach connections and agreed upon goals of the NRP partnership
- Build a dedicated mentoring program that is on-going from beginning of NRP to beyond initial year of hire
- Assess the current technological capabilities and future needs of the rural community to participate in a NRP program
- Determine the financial goal of the NRP and develop defined data points to continually assess the success or needs of the program in relationship to retention beyond the initial year of hire.

Timeline of Events

Aug 30th	Aug	Aug - Sept	Aug - Oct 1st	Oct	Oct	Oct	Nov 24th	Dec 8th
	RAP Session with Librarian		Data Collection		Instructional Designer Meeting		Poster Due	
Implementation		Interview Experts		Sketching of Diagram		Poster Creation		Presentation Due

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