Empowerment of Graduate Nurses

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Nurse Residency: Empowering New Graduates

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Background/Significance

By providing a 1 year Nurse Residency program to new graduate RN BSN, they are able to gain confidence and empowerment in order to provide the best care possible to their patients. We wanted to determine if there was a noticeable difference in new graduate RNs that did not participate in a nurse residency program.

PICO QUESTION

What effect does a 1-year nurse residency program have on a new graduate nurses' empowerment (confidence and interprofesional collaboration) in comparsion to new graduate nurses not in a nurse residency program?

TRIGGER?

- Knowledge v. Problem
  - Process Improvement Data
  - New graduate hires that do not have their BSN are put straight to practice and left out of the opportunity to gain knowledge and empowerment from the Nurse Residency Program

EVIDENCE

- <u>Search Engines</u>: Dynamed, Cochrane, Pubmed, EBSCO CINAHL

- <u>Key words</u>: nurse residency, nurse residents, empowerment, confidence

- <u>Findings</u>: next two slides.

EVIDENCE

- Increase seen at 12 month survey in Clinical Decision making, organizational commitment, quality of nursing proformance and Job Satisfaction . (Bratt &Felzer, 2011)

- Job stress, feeling part of the team, individual competence, clinical knowledge and judgment improved by 12 month mark. Not much change from baseline and 6 month (Bratt &Felzer, 2011)

- Increased empowerment, higher access to opportunity, information and resources (Laschinger et al., 2013)

- Continuous increase in confidence at 6months and 12months (Beercroft, Pauline C., Kunzman, Lucy, Krozek, Charles. JONA 2001)

- Increase in ability to organize, prioritize, and communicate. Significant reduction in stress and increase in perceived level of control. According to preceptors, nurse residents had an increase in ability to resolve complex problems (Williams Et. Al)

EVIDENCE

- Accelerating confidence and competency decreases hospital's reimbursement and liability claims. (Ulrich B1, Krozek C, Early S, Ashlock CH, Africa LM, Carman ML. Nursing Economics, 2010)

- Casey-Fink Graduate Nurse Experience Survey© increased during the 12-month program, which indicated that nurse residents felt more confident during their first year of practice. Two of the subscales measuring confidence in participants increased over the duration of the program: (1) organizing and prioritizing and (2) communication and leadership. (Cindra Holland and Gail Moddenman. Transforming the Journey for Newly Licensed Registered Nurses.The Journal of Continuing Nursing Education, 2012)

RESULTS

- New RNs 1 year post graduation are **comfortable**…..
  - **Communicating** with physicians, patients and family members
  - **Delegating** tasks to nursing assistants
  - **Organizing** patient care
  - Asking for **help** from other RNs

RESULTS

- New RNs 1 year post graduation <u>feel</u>…..
  - <u>Encouraged</u> from their management
  - Work is <u>exciting</u> and <u>challenging</u>
  - <u>Supported</u> by the members of their team on their unit

RESULTS

- Nurse Residents feel **overwhelmed** by patient care **responsibilities and workload**, expectations of the job are **not realistic**

- They feel that their work is **not acknowledged** by the organization and would look for **another job** if the economy was better

RESULTS

- Stress in personal life
  - **Student loans** was common among both groups
- Nurse Residents
  - Felt stress from **job performance**
- Non-Nurse Residents
  - Were also experiencing stress from **living situation, family support, and personal relationships**

RESULTS

- Transitioning from the "student" role to the "RN" role
  - Non-nurse residents felt the transition was difficult due to **lack of confidence** and **fears**

  - Nurse Residents felt the transition was difficult due to **workload** and **fears**

RESULTS

- Concerns about nurse retention and employee satisfaction
  - A common complaint we found among both groups were <u>unsafe nurse to patient ratios</u> and <u>communication</u> between management and staff about issues in the work place (taking action on problems)

Limitations in Our Research

- The Non-Nurse Residency group (7)
    - contained surveys from other hospitals in multiple states
- Nurse Residency group (4)
    - contained surveys from only 2 different units in LVHN, we would expand our surveys to those who participated in a nurse residency at a similar organization
- Most participants work 12-hour straight night-shifts only, we would expand our surveys to varying shifts
- 10 out of 11 participants were Female

Current Practice at LVHN

Currently at LVHN only new graduates with a Bachelors in Nursing Science can participate in the Nurse Residency program

Practice Change/ Implications for LVHN

1) Allow all new graduate RNs to participate in the Nurse Residency program, both BSN and ADN degrees

2) Offer a different Nurse Residency program specifically for new graduate RNs with an Associate Degree in Nursing with the same resources and content of the one offered now to BSN graduates

Strategic Dissemination of Results

We would like to share the information with new/soon-to-be graduates so that when they are thinking about joining an organization, we can share with them the benefits of a Nurse Residency Program and all that they can gain from it.

Lessons Learned

Send out more surveys than you think you need, and put a deadline on to return by a set date

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Make It Happen

- Questions/Comments:

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IMPLEMENTATION

1. Process Indicators and Outcomes
2. Baseline Data
3. Design (EBP) Guideline(s)/Process
4. Implemented EBP on Pilot Units
5. Evaluation (Post data) of Process & Outcomes
6. Modifications to the Practice Guideline
7. Network Implementation