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Nursing Research and EBP

11-3-2023

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Recommended Citation

Puls, Gracie; Wellspeak, Sydney; Ernle, Ashley; McGee, Cheryl; and Glor, Sarah, "Nurse Residency Program: Is this worth my time?" (2023). *Nursing Research and EBP Day 2023*. 6.

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Nurse Residency Program: Is This Worth My Time?

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Results

Purpose / PICOT Question

“In new graduate nurses, how does Nurse Residency Program versus traditional orientation effect confidence and competence in high risk/low volume procedures?”

Background

Collaboratively, the group of nurse residents questioned the relevance of the Nurse Residency Program because the value of the program was not fully explained during the hiring process.

Methods

Literature search was conducted using CINAHL using key words of “Nurse Residency Program”, “orientation”, “confidence”, “transition”, and “competence”. Titles and abstracts were read and we selectively chose articles that best matched our PICOT question.

	Alsalamah et al., 2022	Ayvazian et al., 2022	Wildermuth et al., 2020	Rush et al., 2013	Miller et al. 2023
Themes (Qualitative)	<p><i>Transitional changes</i></p> <ul style="list-style-type: none"> -Lack of experience -High caseloads -Communication with physicians <p><i>Residency transition support</i></p> <ul style="list-style-type: none"> -Enhanced learning -Peer communication & support -Building relationships 	<p><i>Confidence</i></p> <ul style="list-style-type: none"> - Improved communication - Leadership - Organizing - Prioritizing - Professional satisfaction and support 	<p><i>Feeling overwhelmed on entry to practice</i></p> <ul style="list-style-type: none"> - NRP helped feeling better supported <p><i>Feeling supported</i></p> <ul style="list-style-type: none"> - Relationships with experienced nurses - Jumping in <p><i>Feeling confident</i></p> <ul style="list-style-type: none"> - Communication with physicians - Learning 	<p>Education</p> <p>Support/satisfaction</p> <p>Competency</p> <p>Critical thinking</p> <p>Cost savings</p>	
Survey data (Quantitative)		<p>Competence</p> <p>VA-centric competencies p=0.0001</p> <p>Casey fink (confidence) p<0.001</p> <p>All 22 competencies (least square means) p<0.0001</p>			<p>Casey Fink</p> <p>Job satisfaction (3-12 months)</p> <ul style="list-style-type: none"> - NRP improved 2-3 points - Control declined by 27 points <p>Readiness for practice survey</p> <ul style="list-style-type: none"> - Higher scores learning techniques(p<0.0001) - Improved nurse confidence in caring for multiple patients <p>Retention survey – NRP grads more likely to stay at organization</p>



Conclusions

Nurse residency programs overall had relevance to support new graduate nurses with confidence and competence to transition into the RN role.

References

Alsalamah, Y. S., Al Hosis, K., Al Harbi, A., Itani, M. S., El Tassi, A., & Fawaz, M. (2022). Student to nurse transition and the nurse residency program: A qualitative study of new graduate perceptions. *Journal of Professional Nursing, 42*, 195–200.

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Rush, K. L., Adamack, M., Gordon, J., Lilly, M., & Janke, R. (2013). Best practices of formal new graduate nurse transition programs: An integrative review. *International Journal of Nursing Studies, 50*(3), 345–356.

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