

Mentoring New Graduate Nurses: Impacting Their Professional Growth



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Introduction

Retention of Newly Licensed Registered Nurses (NLRN) is a concern throughout the country. NLRN's are the largest source of recruitment for hospitals, however, 30% will leave nursing within their first year of hire; 57% by their second year.

Reasons for this high percentage of turnover are multifactorial. Research shows that these nurses enter practice with low levels of competence and confidence, which impacts their ability to manage patient care independently. Navigating a hospital environment can overwhelm the new nurse, leaving them feeling distressed and frustrated. The result is diminished job satisfaction, role conflict, job burnout, absenteeism, and the intent to leave. This directly impacts not only retention, but the delivery of high quality, safe patient care to our patients.

One strategic initiative that has been proven to create a culture that supports the transition from "student nurse" to "bedside nurse" is the implementation of the Vizient/AACN Nurse Residency Program. This best practice program fosters professional growth, competence, confidence, autonomy, and ultimately retention.

Our goal was to assess if the program could result in an improvement in the retention rates of our NLRN's.

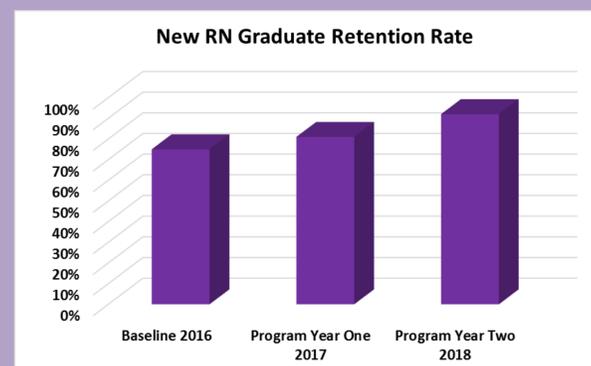
Methodology

- ❖ All NLRN's participate in the Vizient/AACN RN Residency Program during their entire first year of practice as part of their scheduled hours
- ❖ Conduct monthly 4-hour sessions
 - 3 hours of structured didactic classes tailored to the educational needs of each group
 - 1 hour of mentoring discussions entitled "Tales from the Bedside"
- ❖ Compare yearly retention rates
 - Baseline retention rates prior to instituting the program
 - 1 year after initiation
 - 2 years after initiation



Results

- ❖ The baseline retention rate at our institution prior to the onset of the program was 75%.
- ❖ 1 year after initiation the retention rate increased to 81%.
- ❖ 2 years after initiation our retention rate increased to 92%.



Additional Outcome

Additionally, a goal of the program was to improve the confidence and competence levels of our NLRN's regarding physician communication. Surveys were completed every 6 months by the NLRNs. Progressive improvement was seen with each survey. The 12-month scores exceeded the national benchmark.

Conclusions

This study emphasizes the value in maintaining the Vizient/AACN RN Residency Program in the organization for all future NLRN's. Our next short-term goal is to interview and accept more facilitators into the instructional course to ensure the succession planning and sustainability of the program.



References

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