

Deadweek: Surviving, Thriving, and Driving Down First Year Turnover

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Purpose

Baylor University Medical Center has hired 588 new graduates over the past 3 years with previous turnover rates as high as 45%. We believe that incorporating a socialization element, which is often not addressed in Intensive Care Unit (ICU) internships, would help transition new graduates into the professional nursing practice and drive down first year turnover.

Skill Building

Interactive assignments in a nurturing environment such as:

- Head to toe assessment
- Documentation
- Basic equipment
- General routines and processes of the ICUs

Resource Availability



Web-based resources - easily identify multiple resources including:

- Micromedex
- Policies & Procedures
- Pathology Handbook
- On-line Library
- Eteams (online team collaboration tool)

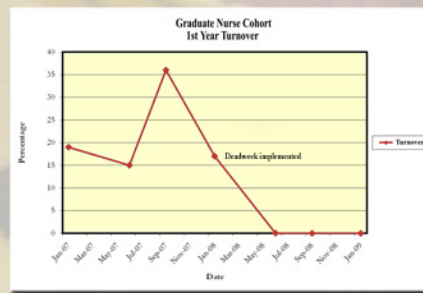
Other resources including:

- Interdisciplinary personnel
- Unit, department, and system resources

Significance

The nursing shortage has led to an increase in hiring new graduates into the Intensive Care Unit. Nationally, first year new graduate turnover ranges from 15% - 50% with some estimates of cost to exceed \$65,000. The focus of our innovation was to improve orientation, engage the learner, and drive down first year turnover.

Outcomes



Beyond the Numbers: Increased team work and rapport across all ICUs.

Safety Room

- Admit patient
- Obtain vital signs
- Determine safe environment
- Prime IV lines and high pressure tubing
- Obtain "fake" lab specimens with correct labeling

Healthy Work Environment

- Critical Thinking
- Customer Service
- Communication Skills
- Prioritization
- Professional Image

Innovation

"Deadweek" is a two week period of time between Hospital Orientation and the start of the Critical Care Internship in our institution. It is a social immersion program designed to ease the transition of New Graduates into professional nursing practice. We have six ICUs within our institution and this provided an excellent forum for networking and collaboration.

Evidence Based Practice & Nursing Research

Assignment: Select a patient on unit, look up a research article related to the patient, and present findings to the group. Promoted group discussion.



Network Night

Increased peer support among New Graduates