The Right Mix for Positive Patient Outcomes:

A CUSTOM DESIGNED RN RESIDENCY PROGRAM

& EVIDENCE-BASED PRACTICE INNOVATION

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ABSTRACT

Recent trend of graduate nurses entering into direct patient care has created a need for a structured program to orient new nurses to the healthcare environment. To prepare the RN Resident for the fast-paced, acute care setting, our program focuses on critical components necessary for readiness in patient care. The program integrates shadowing in the different care areas, EBP to emphasize professional development, nursing assessment skills and care, and critical thinking in addition, each RN Resident is paired with a coach to offer mentorship.

RESULTS

One-year turnover rates for recent graduates with and without RN Residency Program. This indicates the program improves clinical outcomes, enhances critical thinking, psychiatric patient care, professional practice behavior, and increases patient satisfaction during their graduation.

DISCUSSION

Our vision, design, and execution of the RN Residency Program has improved our ability to attract, train, and retain quality nurses. The RN Residency Program provides recent nursing school graduates with the hands-on assistance they need to gain proficiency in their profession, increase nurses' satisfaction with their work, and increase commitment to the profession.

REFERENCES


Joint Commission on Accreditation of Healthcare Organizations: Health care at the Crossroads: Strategies for Addressing the Nursing Shortage Crisis, August 2004.


STRATEGY & IMPLEMENTATION

• Four RN Residency groups were created based on date of hire.
  - Group A: February, March, April, and May hires
  - Group B: June and July hires
  - Group C: August, September, and October hires
  - Group D: November, December, and January hires

• New hires with less than six months nursing experience are mandatory RN Residency program.

• Our RN Residency Program allows for future professional development and growth opportunities, not just the here and now. The RN Residency program is designed to improve clinical competence, enhance critical thinking, and promote professional practice behavior, and increase nurse satisfaction during their graduation.

• The EBP projects are placed on our hospital intranet system and are actively round on all nursing departments, and reinforce trust and recognition during a graduation breakfast for RN Residents.

COACHING AND MENTORING

• All RN Residents have nurses available to serve as a coach during their first year in clinical practice. Coaching is an effective way to not only share their knowledge and skills but also to provide support and answer questions.

• The program provides a foundation for nurses to build confidence in various domains of nursing practice.

• For example, many of the nurses in one orientation group that were going to be a part of the Residency Program consisted of many critical care professionals. These nurses requested to see a flight nurse in our help. Wanting to provide a unique opportunity, that day the flight nurses brought their flight and provided them the opportunity to see how the flight nurse, EMT, and ANP work together.

• Senior administrative nurses with the RN Residents after their first session, provide an open door policy on any media of communication, actively round on all nursing departments, and reinforce trust and confidence during their graduation.

• This innovative program can be created and implemented at any organization willing to commit in providing a smooth and successful transition of their new hires.

• Individuals new to the arena of nursing greatly benefit from a RN Residency Program because it familiarizes them with the different roles of a nurse, some notable projects that have been transitioned into EBP projects include:
  - Specialized Lab Slips for Patient Codes & Rapid Responses
  - Moisture Related Skin Damage & Incontinent Diapered Patients
  - Ventilator Associated Pneumonia & New Oral Care Strategies
  - Safety Huddles
  - Team Nursing in the ED

• Our vision, design, and execution of the RN Residency Program has improved our ability to attract, train, and retain quality nurses. Our custom designed program provides recent nursing school graduates with the hands-on assistance they need to gain proficiency in their profession, increase nurses' satisfaction with their work, and increase commitment to the profession.

• The nurses in the program become engaged to make a difference. The program and the coach verified nurses create an evidence-based practice. EBP is the cornerstone of the growth and success for any organization, program, and team.

REWARD AND RECOGNITION

• The RN Residents presently present their evidence-based projects during their graduation, celebrating their success in front of everyone.

• The Graduation is attended by the Chief Nursing Officer, Chief Executive Officer (CEO), Senior Nursing Directors, Nursing Department Directors, Magnet Program Director, and Department of Staff Education.

• The RN Residents received a certificate in recognition following the presentations in which they are presented with a certificate.

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