Preventing New Graduate Nurse Turnover with a Nursing Internship Program

Theresa Heindlmeyer BSN RN-BC

Purpose
The purpose of this presentation is to discuss why New Graduate Nurses are leaving the nursing profession at alarming rates and to explain how developing a Nursing Internship Program decreased New Graduate Nurse Turnover.

Objectives
- Relate how the Development of a Nursing Internship Program has created a Culture of Safety for New Graduate Nurses.
- Appraise how Nursing Internship Programs decrease New Graduate Nurse Turnover.

Pathophysiology of Turnover
- The first year of nursing is the most difficult as new graduates transition from student nurse to professional nurse.
- Reasons for turnover
  - Problems with work design
  - Emotional exhaustion
  - Poor work environments and poor relationships with their nurse manager
  - Poor job satisfaction
- Poor job satisfaction linked to turnover intent
- When nurses perceived their work groups as supportive and cohesive they were less critical of their organizations and more likely to remain attached to them. Job satisfaction is a statistically significant predictor of nursing absenteeism, burnout, turnover and intent to turnover.
- Younger nurses were more likely to indicate turnover intent, the higher the education the more likely they were to indicate turnover intent.

Role of the Educator
SMHC’s Nursing Internship Program:
- To attract, develop, retain, and engage new graduate nurses while supporting existing nursing staff.
- Create a welcoming environment

The Roadmap of the Internship
- Cohorts to form relationships
- Each didactic begins with a reflection exercise
- Twelve weeks of clinical immersion
- Ten weeks have 8 hours of didactic
- Two weeks have 16 hours of didactic
- 16 hours in EKG class
- 12 hours of EMR education
- 24 hours of simulation
- 3 presentations
- Field trips

Retention Data

Assignment Progression
- In on time & out on time
- Assigned work is completed & done in an organized fashion
- Employed real time documentation
- Documentation is a complete and accurate reflection of the care provided
- Breaks are taken to rejuvenate mind, body, and spirit
- Accessed policies & procedures
- Expressed comfortable at that patient load

Utopia
- 96% rate of retention
- Improved satisfaction
- Improved culture of safety scores
- Strong emotional support
- Solid relationships

References