Nurse Residency Programs: A Critical Imperative For Nursing’s Future

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“REALITY SHOCK”

Marlene Kramer, 1974
Nurse Residency Programs

Moved away from an apprentice-type model to a university-based system of education

Demands of today’s practice setting

Widening gap between

New graduate nurse competence
Clinical Environment

- Patients are sicker
- Patients are in the hospital for fewer days
- New reimbursement models
- New expectations for staffing
Significance

- New graduate nurses are not prepared for the demands of today’s acute care clinical setting
  - High stress, anxiety, turnover
- Bedside clinical nurse is a critical component for ensuring high-quality, safe patient care
- 1 RN turnover = $80,000 – $100,000
- Turnover in literature 30% – 60% (lower with economic environment)
Impact

- Patient safety
- Effective new graduate nurse transition from academia to practice setting
  - Loss of future nursing workforce
- Return on investment to the organization, nurse, profession
New Graduate Nurses

Characteristics of new graduate nurses and the transition process from academia into practice

- Multiple studies (qualitative and quantitative) demonstrate consistent findings
  - 1970s to present
  - Trends consistent globally
- First year = period of extreme stress
Experienced RNs and APRNs

- Similar stressors for experienced RNs and APRNs in role transition
- Experienced RNs and APRNs generally have more “tools” in their “toolboxes”
- Support still critical
Advanced Practice Registered Nurses

• Additional issues that impact transition of APRNs:
  • Independence
  • Patient safety
  • Productivity
  • Impact on other professions
The Newly Practicing Healthcare Provider

Dreyfus SE and Dreyfus HL. A 1980
Carraccio CL et al. Acad Med 2008;83:761-7
Critical Competencies

- Patient-Centered Care
- Teamwork and Collaboration
- Evidence-Based Practice (EBP)
- Quality Improvement (QI)
- Safety
- Informatics

Lay the foundation for high-quality, safe patient care.
Nurse Residency Programs Today
Nurse Residency Programs

SIGNIFICANTLY REDUCE TURNOVER AND VACANCY

IMPROVE

- Commitment to the organization
- Work satisfaction
- Employee engagement
- Self-confidence
- Time management skills
- Relations with team members
- Clinical leadership skills
- Critical thinking skills
- Clinical competence
- Absenteeism
Nurse Residency Programs increase/improve newly licensed registered nurse job satisfaction, retention, and performance. They are effective job attractors, enhance professional work satisfaction, and are cost-effective—cost of program versus turnover/replacement costs... *NRPs may well be the single most cost-effective hospital organizational transformation instituted by nurse leaders in recent years.*

Marlene Kramer, 2012
THANK YOU