Evaluating the Effectiveness of a Nurse Residency Program Pilot
Mary Fanning, DNP, RN, NEA-BC
WVU Healthcare

Problem:
Graduate nurses transitioning to their first job are challenged with translating knowledge obtained through formal education to the practice setting. The median voluntary turnover rate for first-year nurses is 27.1%, with organizations spending an estimated $300,000 for every 1% increase in turnover.

Evidence:
Nurse residency programs offer a solution to ease graduate nurse transition that is documented in the literature and supported by professional nursing organizations.

Strategy:
The primary goal of this project was to evaluate the influence of a nurse residency program pilot on intent to stay and first year retention of graduate nurses.

Practice Change:
Intended outcomes were that participation in a nurse residency program would positively influence intent to stay and first year retention of graduate nurses, demonstrate a positive return on investment, and promote positive perceptions of caring and the first year experience.

Evaluation:
This study used a descriptive, longitudinal design with pre- and post-testing. A nurse residency program pilot was incorporated into the orientation for graduate nurses. Instruments used to measure outcomes included the Intent to Stay in Nursing scale, Duffy’s Caring Assessment Tool – Educational Version (CAT-edu), the Casey-Fink Graduate Nurse Experience Survey and a Financial Assessment Tool.

Results:
Participation in a nurse residency program pilot significantly positively influenced graduate nurse intent to stay and the graduate nurse experience. Retention data comparisons indicated an increase in first year retention of new graduate nurses and a positive return on investment.

Recommendations:
Implementation of nurse residency programs can positively influence graduate nurse transition to practice and retention during the first year of employment.

Lessons Learned:
The positive findings of this study provide further evidence that nurse residency programs can be an effective strategy to positively impact the caring relationship between the mentor and the graduate nurse, the first year graduate nurse experience, and a financial return on investment for organizations and can easily translated to practice by nurse administrators at any organization that hires graduate nurses.
Bibliography:


