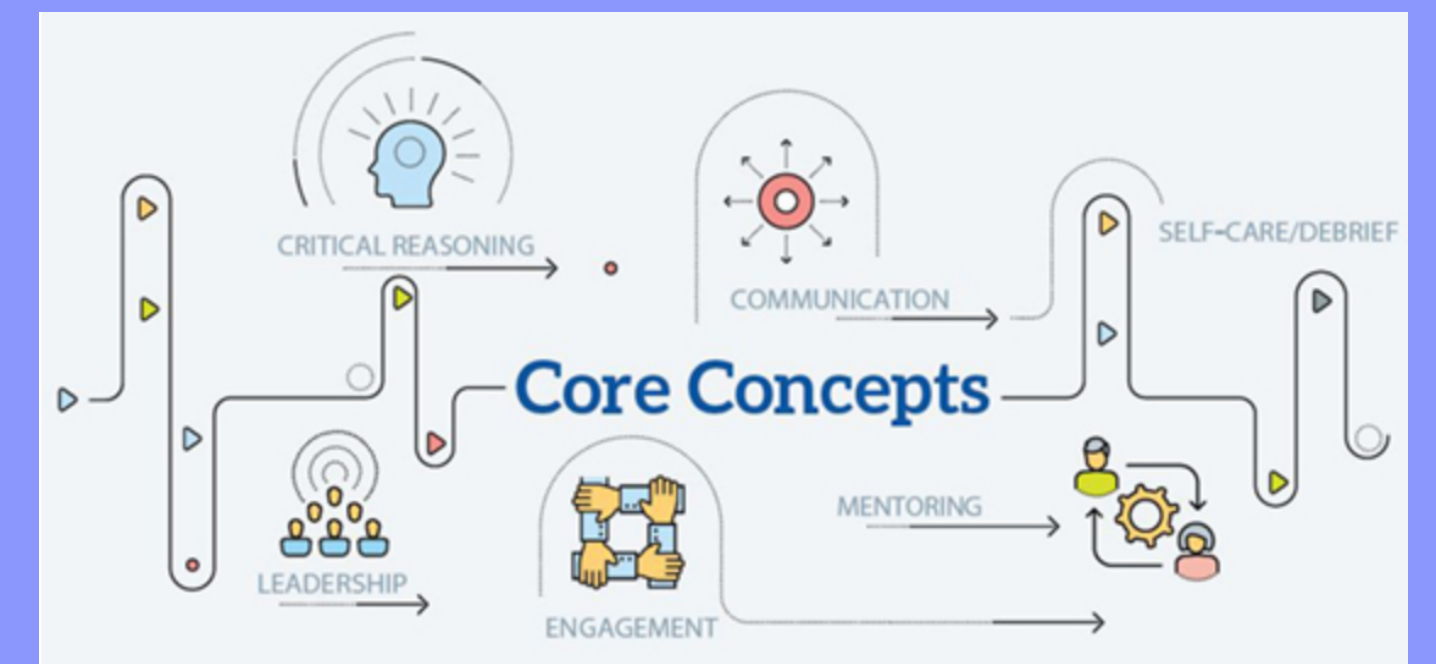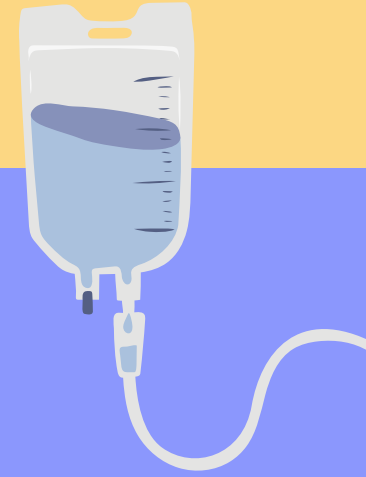# THE IMPACT OF NURSING RESIDENCY PROGRAMS ON NEW NURSES' PERFORMANCE AS THEY TRANSITION FROM THE EDUCATION ROLE TO THE PROFESSIONAL ROLE

Core Concepts

Research Question

In newly hired nurses how does a residency program compared to starting one's first job without a residency program affect new nurses' performance?
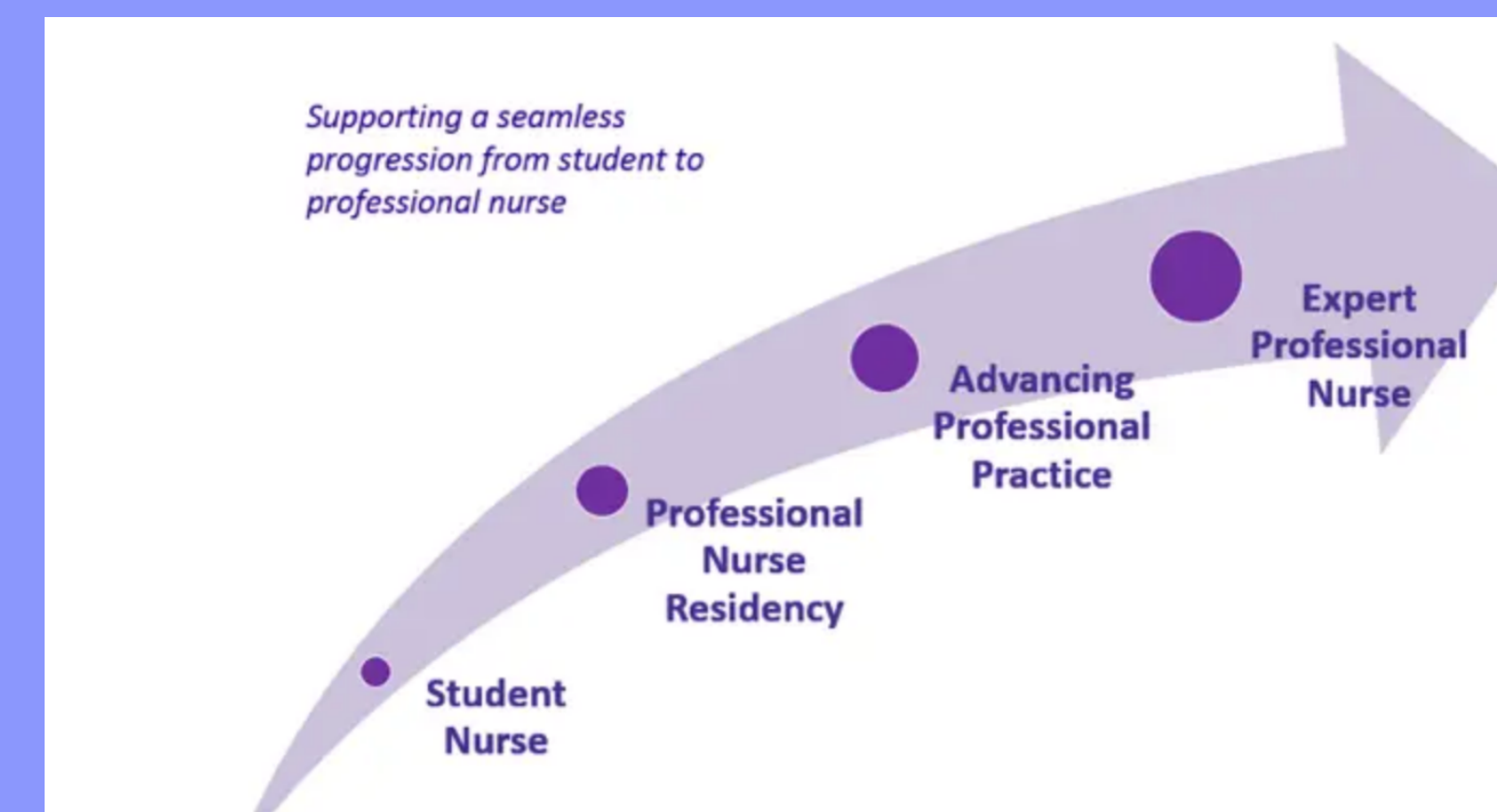
Background & Significance

- The inability of new nurses to effectively transition from an education role to a professional nursing role can be detrimental to patient care (Al-Dossary et al., 2013)
- Transitioning as a new graduate nurse into the life of Registered Nurse can be extremely stressful. It is estimated that "35% to 60% of nurses leave their fist place of employment within one year of hire" (Van Camp and Chappy, 2017)
- "New graduate nurses may doubt their clinical knowledge and lack self-assurance in performing common nursing skills, critical thinking, organization, prioritization, and comminucating effectively" (Van Camp and Chappy, 2017)
- Some organization leaders and nurse executives who are involved in the hiring process of new graduate nurses feel as though almost 10% of these new nurses are completely prepared to enter the nursing profession (Van Camp and Chappy, 2017)


Turnover Problem

13-23%
NATIONAL RN TURNOVER

35-61%
NEW GRAD RN TURNOVER

New grad turnover within the first 12 months

Methodology

- The literature review was conducted via web search using the following sites: CINAHL and PubMEd
- The search terms used included: *nurse residency programs, new nurse, residency program, nurse residency, nurse internship.*
- There were 84 results through CINAHL, 21 results from PubMed. 12 articles were chosen for the literature review

Theoretical Framework

Nursing Residency Programs designed for newly hired nurses will help better the transition from the student role to the professional caregiver role, which will make a positive impact on patient care and job satisfaction
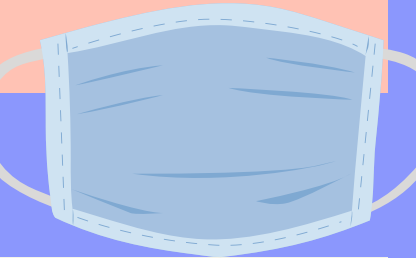
Conclusions

- New graduate nurses may lack some of the skills and confidence to effectively transition into full time practice.
- The literature review suggests that Nurse Residency Programs ease their participant's transition from graduate nurses into full time practice, while also increasing their overall performance, confidence, and job satisfaction.
- This results in higher retention rates among graduate nurses as well as an increase in overall unit performance.

Limitations

- Wide research parameters
- Many different tools used
- Different countries
- Can this be transferred to other times or only new grads
- Variation in lengths of the programs
- Economic and financial hardship
- Low response rate, depending on the unit
- Volunteers could be biased
- There could be a difference between BSNs and ASNs
- Variety of group sizes
- Variety in age of the research
- Different communication skills

Supporting a seamless progression from student to professional nurse

Student Nurse → Professional Nurse Residency → Advancing Professional Practice → Expert Professional Nurse

Main Findings

- Residency programs lead to quicker transitions and increased performance and productivity (Anderson et al., 2012).
- Provide the opportunity to obtain a mentor which allows for clinical learning opportunities (Vinales, 2015).
- Lead to higher job satisfaction, retention rates, and clinical decision making (Perron Et Al., 2019).
- Found significant increases in critical thinking, confidence levels, and improved communication after completion of NRPs (Cochran, 2017).

Clinical Implications

- A nurse who participated in a residency program will have increased critical thinking skills and leadership skills. (Al-Dossary et al., 2013)
- Nurse Residency programs allow nurses to practice and gain more confidence in their skills to prepare for their nursing careers.
- New nurses found that with the residency programs, their overall job satisfaction increased which contributed to decrease in new nurse turnover

CLINICAL SKILLS
SOCIAL INTERACTION
MY RESIDENCY
PROFESSIONAL GROWTH AND DEVELOPMENT