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Retention Among New Graduate RNs With and Without Transition To Practice Nurse Residency Programs
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Introduction
The transition period from student nurse to practicing professional nurse is recognized as a demanding, challenging, and stressful experience.1 Role adjustment and reality shock combined with low staffing, lack of mentorship, and demanding mental and physical stressors are just some factors that attribute for quick turnover rates among new graduate RNs.2,3

• New graduate RNs are more likely to resign within the first two years of practice compared to experienced RNs.4
• Approximately 17.5% of new graduate RNs left their initial job within one year, 33.5% within two years, and 43% within three years of employment.5
• While graduate RNs (77%) are committed to developing professional careers in nursing, only 31% of those younger than 24 years-old expect to change their position within the next two years.6
• Nurse Residency programs have been shown to help facilitate and support the transition to practice for new RNs, increase job satisfaction, and retention within the first two-years of employment.7

Purpose
• Nursing school curriculum prepares new graduate nurses to become novice generalists, thus required additional support and mentorship to become competent, confident professional nurses.1
• Standard orientation prepare new graduate RNs to practice independently, organized nurse residency programs are proven to better support, promote career development and training, and increase retention rates among new nurses through a transition to practice program.8
• The purpose of this project is to identify the rate of retention among new graduate RNs with and without a transition to practice (TTP) nurse residency program.

Methodology
A research review was conducted to identify hospital retention rates for new graduate RNs with and without a transition to practice (TTP) programs. Dozens of 82.5% supports that TTP programs were approximately 12-month in length, typical nurse residency programs were approximately 12-month in length, typical TTP programs have been successful in new graduate RN retention rates.9

• Focus on providing leadership modeling, promoting well-being, resilience, and work-life balance. Tools used to accomplish well-being; journaling, reflection, huddling, identifying a peer, finding support in work, expressing gratitude and positivity.
• Helping the new graduate develop skills to cope more effectively will lead to healthier, more balanced careers.10
• Findings demonstrated an increase in resilience, highlighting the importance of providing a residency program for new graduate nurses.11
• New graduate RNs retention (> 2yr) reasons included healthy work environment, supportive workplace, and a sense of belonging.12

Results
Research supports that TTP programs have been successful in new graduate RN retention rates. Typical TTP programs were approximately 12-month in length, with a dedicated NRP coordinator and preceptor acting as a mentor. RNs participating in a nurse residency program provided by Violence/AACN were shown to have a 90.4% retention rate when compared with the national average of 82.5%.

References
4. Newman, Vizient/AACN were shown to have a 90.4% retention rate when compared with the national average of 82.5%
5. Mulkey, Grace Newman, RN; Calie Ferraina, RN; Amanda Burling, RN
6. Emergency Department; Rochester General Hospital; Rochester, NY
7. The purpose of this project is to identify the rate of retention among new graduate RNs with and without a transition to practice (TTP) nurse residency program.
8. Methodology
9. A research review was conducted to identify hospital retention rates for new graduate RNs with and without transition to practice programs. Dozens of articles were reviewed and further narrowed down to 8 research articles published in the following professional journals:
   • The Journal for Nurses in Staff Development
   • The Journal for Nurses in Professional Development
   • The International Journal for Health Care Education
   • The Journal for Caring Science
10. Next Steps
   • TTP programs are successful at increasing retention rates among new graduate RNs as previously mentioned.
   • Conduct literature review analyzing the best structure of the TTP program for Rochester Regional Health and its impact on new graduate RNs retention rates. Resiliency approach versus theoretical task-layered approach. Consider effectiveness of the model and provide outcomes for decisions on implementation on a larger scale in new graduate nurse residency programs.

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CONTRIBUTING FACTORS
System/Environment
• Workplace risk factors
• Workload, hours and shifts
• Role characteristics
• Documentation and information technology
• Personalization
• Job insecurity
• Stressful conditions
• Violence and abuse
• Reproductive conflict and lack of support
• Moral distress

Workplace Protective Factors
• Autonomy and control
• Effective leadership
• Support from managers
• Scheduling flexibility

Healthcare Provider Risk Factors
• Lack of efficacy
• Younger age, less experience
• Sex and gender
• Resilience
• Personality traits

IMPACT
Positive feedback & Virtual circle
Burnout
Depression
Threats of suicide
Substance use
Poor physical health

Patient
• More errors
• Reduced satisfaction
• Lower quality of care
• Lower patient satisfaction

Findings
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   11. Results
      Research supports that TTP programs have been successful in new graduate RN retention rates. Typical TTP programs were approximately 12-month in length, with a dedicated NRP coordinator and preceptor acting as a mentor. RNs participating in a nurse residency program provided by Violence/AACN were shown to have a 90.4% retention rate when compared with the national average of 82.5%.