Nurse Residency Program: Is this worth my time?

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Nurse Residency Program: Is This Worth My Time?
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Purpose / PICOT Question
“In new graduate nurses, how does Nurse Residency Program versus traditional orientation effect confidence and competence in high risk/low volume procedures?”

Background
Collaboratively, the group of nurse residents questioned the relevance of the Nurse Residency Program because the value of the program was not fully explained during the hiring process.

Methods
Literature search was conducted using CINAHL using key words of “Nurse Residency Program”, “orientation”, “confidence”, “transition”, and “competence”. Titles and abstracts were read and we selectively chose articles that best matched our PICOT question.

Results

<table>
<thead>
<tr>
<th>Themes (Qualitative)</th>
<th>Al-Azomah et al., 2022</th>
<th>Ayvazian et al., 2022</th>
<th>Wildermuth et al., 2020</th>
<th>Rush et al., 2013</th>
<th>Al-Azomah et al., 2022</th>
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<tbody>
<tr>
<td>Transitional changes</td>
<td>-Lack of experience</td>
<td>-High caseloads</td>
<td>-Nurse Residency</td>
<td>-Education</td>
<td>-Lack of experience</td>
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<td></td>
<td>-Communication with</td>
<td></td>
<td>transition support</td>
<td>Support/satisfaction</td>
<td>-Lack of experience</td>
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<td></td>
<td>physicians</td>
<td></td>
<td>-Enhanced learning</td>
<td>Competency</td>
<td>-Lack of experience</td>
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<td>-Peer communication &amp;</td>
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<td>-Professional</td>
<td>Critical thinking</td>
<td>-Lack of experience</td>
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<td></td>
<td>support</td>
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<td>satisfaction and</td>
<td>Cost savings</td>
<td>-Lack of experience</td>
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<tr>
<td></td>
<td>-Building relationships</td>
<td></td>
<td>support</td>
<td></td>
<td>-Lack of experience</td>
</tr>
</tbody>
</table>

| Competence | Casey Fink (confidence) p<0.001
| VA-centric competencies p<0.0001
| Casey Fink (confident) p<0.001
| All 22 competencies (least square means) p<0.0001

| Survey data (Quantitative) | Casey Fink
| Job satisfaction (3-12 months) | NRP improved 2-3 points
| Control declined by 27 points
| Readiness for practice survey | -Higher scores learning techniques (p<0.0001)
| -Improved nurse confidence in caring for multiple patients
| Retention survey - NRP grads more likely to stay at organization

Conclusions
Nurse residency programs overall had relevance to support new graduate nurses with confidence and competence to transition into the RN role.

References