Introduction

- New graduate nurses (NGN) demonstrate possession of the minimal knowledge to practice nursing, (transition-to-practice gap) affects safety
- As many as 35% of new nurses change positions within their first year of work
- Nurse turnover and retention influence health workforce development and delivery of clinical care
- Nurses turnover results in costs ranging from $10,000 to $88,000/nurse/year
- To increase retention rates and confidence/competence for NGNs, reduce costs, NRPs for NGNs is crucial

Methods

Systematic review of quantitative studies involving NGNs who completed an NRP.
- 3-step search strategy of JBI
  - Search screened by title, abstract and full review for relevance
  - Independent critical appraisal by 2 reviewers using MAStARI
  - Data extracted using MAStARI based on study’s design
- Data was pooled in a statistical meta-analysis using R (version 3.6.1) with the metafor package. Effect sizes were expressed as mean scores on retention rates. Their 95% confidence intervals will be calculated for analysis, using a random effects model to allow for expected between-study variations.
- Heterogeneity was assessed statistically using the standard I² tests for magnet and non-magnet institutions.
- Where statistical pooling was not possible, the findings were synthesized and presented in a narrative summary.

Findings

- Search Yield 39,824 → 9 Final Articles
- 11 acute care hospital sites
- All 11 sites demonstrated retention 56-64
  - 6 Magnet 59-64 CI: 0.94 (n=1000) I²=19% Heterogeneity
  - 5 Non-Magnet 56-59 CI: 0.93 (n=585) I²= 89% Heterogeneity
  - Random Effects Model: I²= 36%
- 1-Year Post NRP- 93% (Combined Sites, n=1585)
- 3 sites utilized Casey-Fink Graduate Nurse Experience Survey tool 58-60
- Perceived competency was discovered • Unable to power a meta-analysis
- Positive outcomes seen in all 9 studies

Discussion

- With findings above, an effective NRP for NGN would increase retentions rates and confidence/competence which may improve quality of care, patient safety with cost reductions.
- Yearly net cost savings of $597,778

Retention rate of 93% [95% CI: 87-99%] indicated effectiveness of NRPs for NGNs!
Reference

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