

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 I^2 tests for magnet and non-magnet institutions.
- Where statistical pooling was not possible, the findings were synthesized and presented in a narrative summary.

Retention rates

INCREASE

among new graduate nurses

completing a residency program

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

Objective

To examine the best available evidence on retention rates and perceived competency among NGN with less than 12 months of acute care clinical experience who completed a NRP in a Magnet designated versus non-Magnet designated institution.

Findings

- Search Yield 39,824→9 Final Articles
- 11 acute care hospital sites
- Retention
 - All 11 sites demonstrated retention⁵⁶⁻⁶⁴
 - 6 Magnet⁵⁹⁻⁶⁴ CI: 0.94 (n=1000) $I^2=19%$ Heterogeneity
 - 5 Non-Magnet⁵⁶⁻⁵⁹ CI: 0.93 (n=585) $I^2= 89%$ Heterogeneity
 - Random Effects Model: $I^2= 36%$
 - 1-Year Post NRP- 93% (Combined Sites, n=1585)
- Perceived Competence
 - 3 sites utilized Casey-Fink Graduate Nurse Experience Survey tool⁵⁸⁻⁶⁰
 - 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

Evidence Transfer

- Policy Brief
- Clinical Audit Statements

Reference

See separate lists

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