New Graduate Nurses: How Do We Train Them To Retain Them?
Lori A. Lupe DNP, CCRN, NEA-BC, Program Director, Assistant Professor
Ron and Kathy Assaf College of Nursing
Nova Southeastern University

INTRODUCTION

Our population is aging as the Baby Boomers reach retirement. Regulatory and payment agencies have increased mandates on quality and safety that effect reimbursement for healthcare services.

Currently there exists legislative uncertainty regarding coverage for healthcare services. Retention of nurses will mitigate many of these concerns and the DNP is positioned to bring evidence-based practice to change the culture and environment for success.

Background

- 17.%% of new graduate nurses leave their first job in the first yr.
- 33% of new nurses leave their fist job with 2 yrs.
- Turnover costs $5.13-$7.86 million for an average facility per yr.
- High vacancy rates negatively impact staff and patient satisfaction, patient outcomes, and bottom line.
- Nurses do not have the needed resources to provide care 50-60% of the time leading to frustration and hopelessness.
- It takes and average of 86 days to replace a nurse who has lef.t, Vacancy time is higher for hard to recruit specialty areas.
- 40% of practicing nurses are over the age of 55 and starting to retire in waves.
- Premium labor must be used to fill vacancies
- Preceptors burnout constantly orienting new nurses
- A Culture with bullying and incivility increases turnover
- Generational differences can create turmoil is not managed.
- The population is aging with a projected 20% >65 yrs by 2020
- Culture is created and retention needs to be a focus to meet financial, regulatory, population and healthcare needs.
- 61% of nurse leaders listed staff retention as one of their top priorities.

Implications for the DNP

Evidence-based practices to be reduce the cost of nursing turnover in both dollars and human capital include the following:
- Redesign workflow to allow nurse more direct patient care time.
- Involve nurses in decisions – true share governance with includes training on performance improvement and multi-generational team training for a more cohesive support team environment.
- Create opportunities for growth and support to include mentoring programs that are sustained for a year or more.
- Develop and implement strategies to address Bullying and Incivility and create a Health Work Environment.
- Redesign work areas to ensure nurses consistently have the resources they need to provide patient care readily available.
- Work with nurse to create work-life balance.
- Provide frequent performance feedback and recognition.
- Respect and capitalize on the multi-generational workforce and the strength each brings to the patient care environment.
- Ensure nurses have true autonomy and decision making to do their jobs.
- Provide organizational support and recognition
- Provide education, training, and support for new nurse leaders to grow into their positions.

CONCLUSION

The DNP has the clinical knowledge, academic preparation, and preparation to bring evidence-based practices to the bedside to impact the culture and practice environment for improved retention of the new nurse which will decrease cost, improve quality of care, and improve patient outcomes.

"Establish a shared and sustained commitment by nurses and their employers to a safe and trustworthy environment that promotes respect and dignity" (ANA, 2015)

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