Transition to Practice: Using QSEN to Develop New Graduate Nurses

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Purpose

- IOM Recommendation 3: “Implement nurse residency programs.”
- Need for higher-level awareness of quality, safety, and professional role.
- New Graduate Hiring Survey conducted in 2010 validated that 43% had not found jobs.
- Assist new graduates in bridging the education-practice gap
- Gainfully employ new graduate nurses
Framework

- QSEN competencies
  - Safety
  - Evidence-based practice
  - Patient-centered care
  - Teamwork and Collaboration
  - Informatics
  - Quality Improvement

- Casey-Fink survey
  - Pre- and Post-Survey
Goals of the Program

- Build confidence
- Build competence
- Facilitate employability
- More effectively and efficiently transition to the workforce
- Decrease new graduate nurse turnover
Program Description

- Statewide program curriculum
- Partnership between Associate Degree RN program and community partners
- Funded through Health Workforce Initiative (HWI) and supported by CINHC
- Work Experience
  - 4 units
  - 300 hours
  - 12 weeks
Program Details- Academic

- Seminars
  - 7 times over 12 weeks
  - Debriefing
  - QSEN competencies

- Simulations
  - 5 times over 12 weeks
  - Focused on 1 or more of QSEN competencies
Clinical Preceptorship
- Facility provided preceptors
- 24 hours/week
- Guided by standardized weekly clinical plan
- Standardized assessment tools
Program Details- Coordinator

- Clinical site visits/Telephone conferences
  - Two on-site visits
  - Four phone conferences

- Journaling/Blogging
  - Weekly reflective journal
  - QSEN blog
Application Process

- Requirements
  - Active CA RN license
  - Graduated within the last 18 months and remain unemployed
  - 3.0 GPA
  - 2 positive Faculty Recommendation letter
  - U.S. citizen
  - Transcripts

- Candidates were selected by school or facility
Clinical Component

- Initial, 6-week, and 12-week assessments completed on each intern
- Standardized assessments based on 6 QSEN competencies
- Facility provided preceptors
- Standardized Clinical Plan that guided the preceptor & intern
**Key Statistics**

- **Cohort 1**
  - 39 applications
    - 27 started / 26 completed
    - 24 of 27 interns employed

- **Cohort 2**
  - 34 applications
    - 23 started / 20 completed
    - 19 of 23 interns employed
Casey-Fink Survey

- Tool was developed to enhance retention, professional development, and support graduate nurses

- Pre- and Post-survey

- Assesses following areas:
  - Skill competency
  - Support
  - Patient Safety
  - Stress
  - Communication/Leadership
  - Professional Satisfaction

Results

- Comfort with documentation & code/emergency management
- Level of support remained consistent over 12-weeks.
- ↑ stress
- ↑ communication and professional satisfaction
- ↓ difficulty with prioritization, organization, and managing multiple responsibilities
- ↑ job satisfaction
- Most difficult areas to transition in
  - Confidence
    - Pre: 44%
    - Post: 31.8%
  - Workload
    - Pre: 36%
    - Post: 45.5%

***Results from Cohort 1 only***
Results

- The areas least satisfying were identified as
  - **System**
    - Pre: 41.7%
    - Post: 30.4%
  - **Orientation**
    - Pre: 8.3%
    - Post: 17.4%

- Work environment satisfaction had more variance in the post-survey

- Orientation & work environment make the biggest impact related to the intern “fitting in”

***Results from Cohort 1 only***
Summary

- 82-88% employed after completion of the program.
- ↓ orientation costs for participating community partners
  - $300 vs. $13,000
- Results supported recommendations from the IOM.