

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

Program Details- Community Partners

- 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

- 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”

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.