ANNIE TAYLOR DEE SCHOOL OF NURSING

Nurse Career Coaching

Utilization to Improve Intention to Stay

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BACKGROUND

Bedside nurses are leaving healthcare organizations quicker and at higher rates than in previous years. Evidence indicates that one of the reasons nurses leave their organizations is because of a perceived lack of professional growth opportunities.

- Nurses who lack a defined path for professional growth may become bored with their current positions and look for external opportunities for professional growth [1,2].
- Nurses expect organizations to provide individualized professional development plans and abbreviated paths for career advancement [1,3].
- Career advancement and professional development programs are recommended as a tactic to improve nurse retention [1,2,3].

This project aims to answer the following question: In bedside nurses, what is the effect of career coaching on their intention to stay compared to those nurses who did not receive career coaching?

METHODS

The IMR framework will be used to guide the project starting with a review of the literature, which found five themes related to nurse career coaching:

- Millennial nurses want a defined and supported path to professional and career growth
- Career advancement programs result in improved nurse retention
- Many nurses can serve as career coaches. However, this role is poorly defined.
- Career coaching frameworks described in the literature all differ.
- Career coaching pathways need to be individualized to the participating nurse

Based on the literature findings, a career coaching program will be established in a pilot unit. Once the career coaching project is approved by the organization's CNO and collaborative team, trained coaches and volunteer nurses will be paired to complete an 18-month pilot pathway project. Nurses will be able to choose from three separate pathways based on their personal goals.

EVALUATION

To measure the effectiveness of career coaching on nurse intention to stay, data will be monitored through several methods:

- Participating nurses will be surveyed pre-program, midway through the program, at the completion of the program, and one year after completion of the program. Validated surveys will include questions surrounding nursing satisfaction and intention to stay.
- Retention rates of participating nurses.

Data gathered from the participating nurse surveys and retention rates will be compared to other nurses in the organization who are also taking the surveys.

CONCLUSIONS

Now more than ever, nurses are willing to leave their employers to find professional growth opportunities [3]. To retain nurses, organizations must provide guided intraorganizational professional growth opportunities [3,4]. Establishing a nurse career coaching program provides guided education with support from an experienced coach. By implementing a career coaching program, healthcare organizations can meet the expectations of the nursing workforce, which may lead to improved nursing satisfaction, nursing retention, quality, and financial gains. However, research on nurse career coaching is needed to confirm the program's positive effect on nursing retention and to identify an optimal, reproducible framework.

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