New Graduate Nurse Residency Programs: Retaining Staff RNs Within the First Year of Hire at Ogden Regional Medical Center

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PROJECT METHODOLOGY

Hiring of new employees is costly for an organization(2). It is estimated that an organization may spend anywhere from $25,000 to $64,000 per newly hired nurse(2). Unfortunately, almost 40% of newly hired nurses will leave their place of employment within the first year of hire(2,4). Money spent on new hires is not regained because of the quick turnover, resulting in a financial loss for the organization. For this reason, new graduate nurse residency program have been implemented by many organization is hopes to aid in retention of new nurses(2,4).

ORMC is one of the many organizations who have implemented the use of new graduate nurse residency programs to help aid in the difficult transition from a student to a professional nurse with hopes to increase retention of new hires within the organization.

Recommendations for a successful residency program:

- **One year in length** - This allows for ample time for successful transitioning from academia to professional nurse(4,9).
- **Standardized curriculum** - New graduate residency programs need to assess, establish, and teach these necessary skill sets within their curriculum to first-year nurses so they can easily and successfully transform from a student to professional nurse(7,8).
- **Strong support system** - The importance of successful preceptorship during orientation for effective transition from student to professional nurse is crucial(9).

Evaluation: An anonymous online survey will be administered to those new graduates who have completed the program. Survey results will be examined for consideration of changes to improve the residency program.

PICO QUESTION

Does the participation in a new graduate nurse residency program at ORMC, compared to no participation, help to retain new nurses within the first year of hire?

LITERATURE REVIEW

A literature review was conducted to examine the requirements of a new graduate nurse residency program that would help to aid in the transition of a new graduate nurse to a professional nurse. This literature review closer examined the following:

- What makes transitioning to professional nurses difficult?
- Length of the residency program
- Support during professional transition
- Residency curriculum taught

THEORETICAL FRAMEWORK

Fredrick Herzberg’s Two Factor Theory

Fredrick Herzberg, a psychologist, was interested in examining what made people satisfied or dissatisfied in the workplace setting(3).

This theory was utilized to help identify what parts of the new graduate nurse residency program were successful or not successful in aiding in transition from student to professional nurse.

The overall goal is to identify recommendations from new graduates, nurse leaders, and educators to eliminate areas of dissatisfaction in the program that hinder successful transition and instead amplify job satisfaction and retention of new graduate nurses after hire.

CONCLUSIONS

After examining the current nurse residency program utilized at ORMC and comparing it to surrounding organizations as well as the recommendations from the literature, it appears that ORMC follows the recommended guidelines needed to help a new graduate nurse transition from a student to professional nurse who possess the necessary skill sets, critical thinking, and communication skills to provide excellent care to the patients they serve.

REFERENCES