

19th Global Nursing Education Conference

April 27-28, 2017 Las Vegas, USA

Understanding the graduate nurse transition

Patricia A Duclos-Miller
Bristol Hospital, USA

Current challenges that experienced nurses face today have a bigger impact on the new nursing graduates. These challenges include the claim that new graduate nurses are inadequately prepared to care for high acuity patients, early patient discharges and the feeling of being overwhelmed with the responsibility of the professional role. Studies have indicated that this environment is extremely stressful to the new graduate. There is a need to examine what is known about the transition from nursing students to professional nurses and implement strategies to assist them in their transition. This presentation will assist in identifying successful strategies for the new registered nurse during the transitional first year of graduate nurse to professional nurse. Graduate nurses negative perception in their new role and environment in the first 60 to 90 days of employment often lead to turnover within the first year. In addition, this presentation will assist in the identification of current work environment issues, as well as, other factors that affect the transition to professional nurse. A study was conducted in 2007 at a large teaching hospital and in 2016 in a small community hospital to identify transition challenges. The results of these studies will assist the organization in the design of appropriate new graduate nurse support strategies. The transition year is pivotal in increasing retention rate of new graduate nurses. The cost containment would be seen in the decrease in new graduate turnover (replacing a nurse can cost 1.5-2.5 times the annual salary).

pducmill@aol.com

Notes: