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Transitioning novice nurses in today's health care world

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The Institute of Medicine (2010) focused on nursing report identifies that the shortage of well-prepared nurses have an impact on the population. This report also discusses that there will be an increased need of well-prepared nurses in the near future because of the increase in population, more chronic illness, among other things. IOM discusses 2 main suggestions to assist the nursing workforce in gaining well prepared nurses. First suggestion is to increase the numbers of BSN (Bachelor of Science in Nursing) nurses by 80% by 2020. Second, offer nursing residencies that assist new nurses for easier transition into the nursing workforce. There are recommendations from agencies such as AACN and NCSBN on how these initiatives can be implemented. There is extensive evidence on the positive and negative impacts of both of these initiatives identified above. However, the first initiative is coexistent of the second. This is because, nurse residency programs that assist new nurse's transition to nursing workforce are developed based on evidence based research involving BSN prepared nurses. In fact, the AACN has certification status for post baccalaureate RN residency programs and not associate degree RN residency programs. This paper will discuss the need for academic progression from associate degree nursing to BSN nursing which will then allow the increase in development of standardized nurse residency programs for BSN prepared nurses.

Biography

Michelle Ollivierre –Lawrence is a RN for over 10 years with vast areas of experience. She received her MSN from University of Phoenix, BSN from University of Miami and is currently a DNP candidate (completion date 12/2016) at Capella University. She has been a Nurse Educator for 8 years and at current college, lectures, coordinate clinical experiences for undergraduate nursing students, assist with NCLEX passing for graduates and placement in health care organizations. She has been a Director of more than three nursing programs, serves as a community liaison for new nurses in hospital settings. Her current project focuses at the decreasing incidence of medication errors in novice nurses by adopting the transition to practice module developed by the NCSBN.

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