

# Nurse Transition to Practice: December 2021

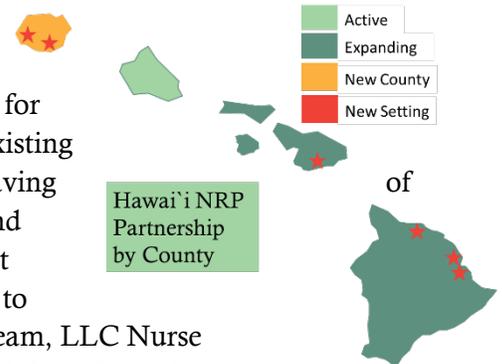
## Information Brief

**Brief Summary:** In 2012, responding to the IOM Future of Nursing<sup>i</sup> recommendation to support nursing transition to practice and to the need to improve new graduate retention, Hawai'i launched the first statewide nurse residency program in the nation. The Hawai'i Nurse Residency Program (HNRP) 1) supports transition to practice for new nurses, 2) increases first-year retention thus reducing onboarding costs lost to turnover, 3) establishes partners' cost sharing to improve access to a nationally-accredited program, and 4) enables fluid exchange of ideas, implementation approaches and priorities across NRP sites and academic programs in Hawai'i. HNRP residents' first year retention, based on a 7-year average, is 94% compared to 82%, nationally.

In 2016, the American Association of Colleges of Nursing (AACN) identified the "key partnership opportunity between academic and practice nursing settings to build a pipeline of nurses at multiple levels (BSN, MSN, DNP, PhD) to meet the clinical requirements" of healthcare systems and prepare nurses for the future.<sup>ii\*\*</sup> In 2018, the American Academy of Nursing (AAN) recommended a nurse residency for all new grad RNs working in acute care.<sup>iii</sup> The updated Future of Nursing<sup>iv</sup> recommendations, released in 2020, further recommend that wellbeing should be integrated into transition to practice support and support diversity, equity and inclusion across the nursing workforce.

### Current Status:

Responding to statewide stakeholder's call for specialty nurse development and the HNRP member's need for innovation in the delivery design, HNRP partners reviewed available products identified HealthStream, LLC's for statewide adoption. The Center worked to reduce the cost of new tools for existing and new HNRP partners. Vendor negotiations produced an expected cost saving \$150,000 across partners. Ongoing annual savings of approximately 40%, and pay-per-residency/preceptor pair model continues to improve the overall cost reasonableness of the HNRP and makes it possible for smaller organizations to implement residencies. HNRP members began implementing the HealthStream, LLC Nurse Residency Pathway in late 2020. The transition to the new platform and tools has allowed partners to gain:



- 32 specialty development offerings using evidence-based curriculum, including the high in demand specialty nursing roles as identified by the 2019 HAH healthcare workforce demand survey;
- Preceptor training;
- Individualized competency assessments;
- Advanced cohort data analytics and reporting to strengthen academic practice partnership feedback loop;
- Adaptive gap and need-based curriculum adjustments;
- Alignment to Quality and Safety Education for Nurses (QSEN) pre-licensure competencies;
- Enhanced nurse educator support including curriculum support and prepared content; and
- Reduced need for in-house specialist trainers, time-saving and improved workload for nurse educators.

**Extramural Funding Assistance:** The Center was generously awarded two grants for the HNRP during 2021 to support nurse residency programs in Hawai'i. As a result of the funding, the HNRP saw a 75% growth in the number of hospitals with residency programs for new-graduate nurses. In addition, HNRP participation increased by 150% on neighbor islands in 2021. NRP's integrated standardized evidence-based critical opioid education for the first time and new nurses being offered this entry-to-practice support more than doubled.

**2021 Program Outcomes:** To date, more than 1,350 new graduate nurses have participated in HNRP programs. Program outcomes include:

- Expanded the HNRP Collaborative to every county in the state.
- Added two Critical Access Hospitals, a rural hospital, and a Post-acute/Long-term care (LTC) to program membership.
- Launched the first ever HNRP Post-acute/Long-term care cohort.
- NRP new graduate nurse overall enrollment in 2021 increased by 351% from 2020, which had low NRP engagement due to COVID, and 128% as compared to 2019.
- 95% of residents who began an NRP in 2020 completed their respective programs in 2021. Of those graduates leaving HNRP programs in 2021, nearly 95% reported the cause to be the pandemic crisis.

**Current Priorities for Transition to Practice Engagement:** Priorities and needs identified by the HNRP collaborative to enable them to better develop the nursing pipeline for the future include:

- a. Expanding specialty development initiatives. Within and beyond the HNRP collaborative, programs are needed to bridge students into specialty practice, support licensed RNs/APRNs (new grad or new to specialty area) with transition, or both;
- b. Broad implementation of preceptor training to aid in the support of student and employee education and professional development. Preceptor training is a recognized continuing competency activity by the Board of Nursing and benefits the nursing workforce pipeline in academia and in practice.
- c. Expanding NRP offerings on neighbor islands and in community-based and post-acute/LTC settings (home, hospice, LTC, ambulatory, dialysis centers).

## The Future of Nursing<sup>i</sup>

**IOM Future of Nursing Transition to Practice Recommendation 3:** Implement nurse residency programs. State boards of nursing, accrediting bodies, the federal government, and health care organizations should take actions to support nurses' completion of a transition-to-practice program (nurse residency) after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas.

**National Academy of Medicine The Future of Nursing 2020-2030:** The National Academy of Medicine released *The Future of Nursing 2020-2030* on May 11, 2021. The report emphasized a focus in using nursing advancement initiatives to improve diversity, equity, inclusion of underrepresented people in the nursing workforce, address resilience needs, and address social determinants of health. The report is available at: [www.nap.edu](http://www.nap.edu).

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<sup>i</sup> Institute of Medicine. (2010). *The future of nursing: Leading change, advancing health*. Retrieved from [http://books.nap.edu/openbook.php?record\\_id=12956&page=R1](http://books.nap.edu/openbook.php?record_id=12956&page=R1)

<sup>ii</sup> American Association of Colleges of Nursing | AACN Releases New Report 'Advancing Healthcare Transformation: A New Era for Academic Nursing.'" Accessed May 24, 2016. <http://www.aacn.nche.edu/news/articles/2016/manatt-report>.

<sup>iii</sup> Goode, Colleen J., Kimberly S. Glassman, Patricia Reid Ponte, Mary Krugman, and Tammy Peterman. "Requiring a Nurse Residency for Newly Licensed Registered Nurses." *Nursing Outlook*, April 2018. <https://doi.org/10.1016/j.outlook.2018.04.004>.

<sup>iv</sup> *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25982>.