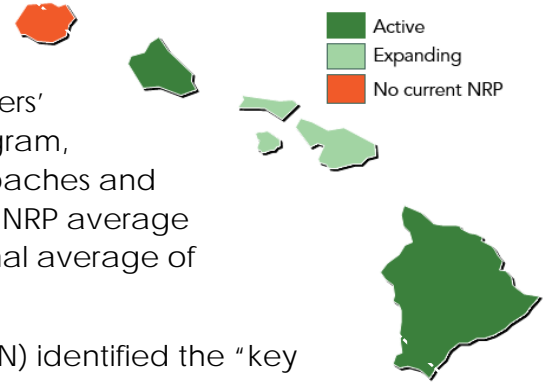


Nurse Transition to Practice

Information Brief for Discussion

Brief Summary: In 2012, responding to the IOM Future of Nursing* 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 average first year retention is 92% (over 5 years) compared to the national average of 82% (over 7 years).



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.** In 2018, the American Academy of Nursing (AAN) recommended a nurse residency for all new grad RNs working in acute care.*** Hawai'i contracts with Vizient, one of two models mentioned in the AAN policy statement.

Current Status: HNRP is expanding partnerships across islands to acute care facilities. In addition, demand for transition to practice is transcending beyond new grads only. Through strategic planning community conversations and direct communication with partners, increasing demand for transition to practice support for specialties in acute care, community based nurses (home, long term care, ambulatory, and hospice) and APRNs are common discussion items. Vizient is expanding utilization to community based care settings, though the resources needed (fiscal, human, etc) remain a challenge. Further, specialty development is not addressed in this model, though innovative partnerships that utilize academic-practice partnerships exist. Finally, with over 100% growth of APRNs since 2005, NP/APRN residencies are emerging in Hawai'i, though not yet widespread.

Transition to Practice Opportunities

- 1) Statewide activities to align and elevate outcomes
 - a. Skills Checklist
 - b. Hawai'i NRP Conference
 - c. Implement Preceptor Training
 - d. Preceptor standard documentation
- 2) Developing the nursing pipeline for the future
 - a. Specialty development initiatives: Within and beyond NRP collaborative, programs to bridge students into specialty practice and/or support licensed RNs/APRNs (new grad or new to specialty area) with transition to specialty is a common theme.
 - b. Refresh preceptor training to aid in support of student and employee education and professional development
 - c. Expanding to NRP offerings to community based settings (home, hospice, LTC, ambulatory)

Outstanding Hawai'i NRP Collaborative Goals: 2017-2018

GOALS	ACTIVITY
1. Determine the direction for the New Graduate Skills List compiled by the Clinical Coordinators.	Explore with Academic Council how they determine what skills they require a new graduate to have. (b) How this is demonstrated. (c) Areas seen in need for improvement.
2. Engage LTC & Ambulatory Care Centers by surveying them to determine interest in NRP.	Determine if LTC & Ambulatory Care Centers are interested/able to join NRP.
3. Establish NRP Statewide Conference.	Create conference for NRP educators to share best practices and NRP residents to disseminate EBP projects and outcomes.
3. Bridge Program feasibility study and proposal.	Assess feasibility and develop proposal to include Bridge Program including recommendations to start specialty training during last nursing semester and bridge into facility.
4. Implement preceptor training model(s).	Preceptor training model to implement to stay in compliance with Continuing Competency. (b) Offer a statewide Preceptor Workshop as a part of NRP.

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.

The following actions should be taken to implement and support nurse residency programs:

- State boards of nursing, in collaboration with accrediting bodies such as the Joint Commission and the Community Health Accreditation Program, should support nurses' completion of a residency program after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas.
- The Secretary of Health and Human Services should redirect all graduate medical education funding from diploma nursing programs to support the implementation of nurse residency programs in rural and critical access areas.
- Health care organizations, the Health Resources and Services Administration and Centers for Medicare and Medicaid Services, and philanthropic organizations should fund the development and implementation of nurse residency programs across all practice settings.
- Health care organizations that offer nurse residency programs and foundations should evaluate the effectiveness of the residency programs in improving the retention of nurses, expanding competencies, and improving patient outcomes.

*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

**" 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>.

***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>.