

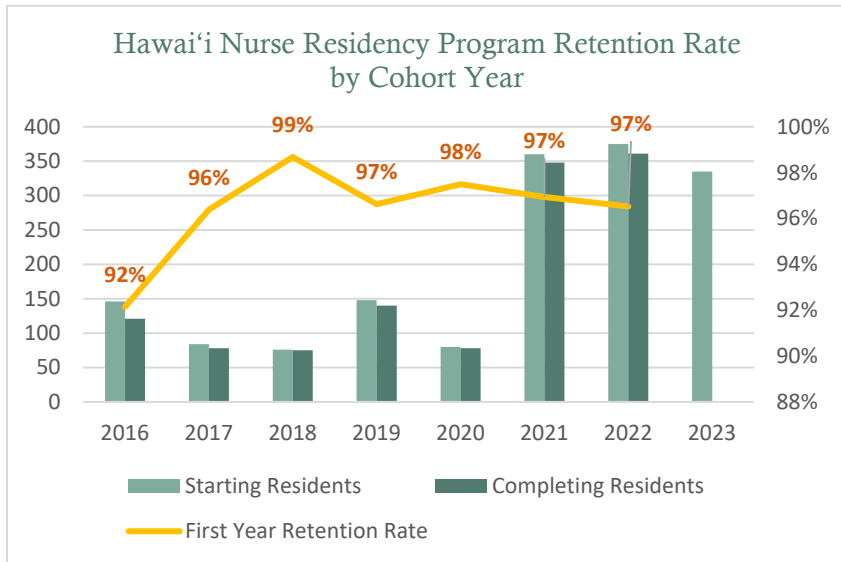
New Grad Nurse Residency Program: October 2023

Information Brief

Brief Summary: In 2012, responding to the IOM Future of Nursingⁱ recommendation to support nursing transition to practice and the need to improve new graduate retention, Hawai'i launched the first statewide nurse residency program nationwide. The Hawai'i Nurse Residency Program (HNRP) 1) supports the 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 the 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, Ph.D.) to meet the clinical requirements” of healthcare systems and prepare nurses for the future.^{ii**} In 2018, the American Academy of Nursing (AAN) recommended a nurse residency for all new grad RNs working in acute care.ⁱⁱⁱ The updated Future of Nursing^{iv} recommendations, released in 2020, further recommend that well-being should be integrated into the transition to practice support and support diversity, equity, and inclusion across the nursing workforce.

2023 Program Outcomes: To date, more than 2,095 new graduate nurses have participated in HNRP programs. Program outcomes include:



2023 Program Highlights:

- More than 1,634 new graduate nurses have completed an HNRP program in Hawai'i.
- 335 new graduate nurses have been enrolled in HNRP programs in 2023.
- Partners enrolled 259 more new grads in 2023 than in pre-pandemic 2018; an increase 350%.
- HNRP program's 2022 average first-year retention rate of 97% remains substantially higher than national retention rates, which declined to 73% (NSI Nursing Solutions, Inc., 2022)^v.

2023 Program Expansion:

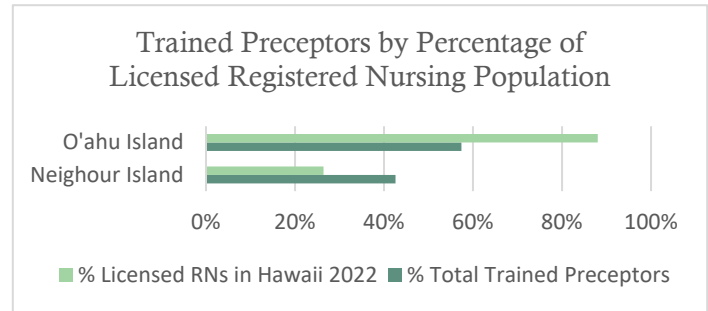
- HNRP saw a 75% increase in hospitals with residency programs for new graduate nurses, equaling a 350% increase in rural counties.
- In 2023, total new grad enrollments in rural counties increased to 30%, a 10% increase from 2022 and an overall increase of 39% from prior years.
- Four new partners have joined the HNRP since 2022 (rural hospitals and LTC/Post-acute facilities).

New Graduate Enrollments by Percentage of Supply

HNRP Partners by Classification Area	New Grad NRP Participation		Hawai'i Pre-License RN Program HSCN, 2021-2022 (Aug. 2022)	
	2023 Enrollment	% of Total NRP	Program Graduates (AND & BSN)	% of Total Hawaii Graduates
Neighbor Island	112	32%	128	31%
O'ahu Island	263	76%	275	67%
TOTALS	345	100%	408	100%

Preceptor Training:

In 2021 the HNRP launched the preceptor pathway training program, an integrated self-paced training program to prepare and support preceptors for their role as nurse mentors. HNRP partners trained 286 nurse preceptors in 2023, bringing the total to 831 nurses trained under the program. Since 2021, HNRP partners have trained nearly 5% of the licensed registered nursing population in Hawai'i^{vi}.



HNRP Curriculum:

Responding to statewide stakeholders' call for specialty nurse development and the HNRP member's need for innovation in the delivery design, HNRP partners reviewed available products and identified HealthStream, LLC 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 of \$150,000 across partners. Ongoing annual savings of approximately 40%, and the 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.

Extramural Funding Assistance: The Center was generously awarded a 15-month grant from the Hawai'i State Department of Health to deliver standardized, evidence-based opioid education to new graduate nurses and incumbent nurses training to be preceptors as part of HNRP programs, which was extended for an additional 24 months through to September 2024. As a result of this funding, evidence-based critical opioid education was delivered as part of the HNRP for the first time, and this led to a doubling of new nurse access to NRP entry-to-practice support. The funding covered 80% of all direct curriculum costs in 2021-22 and is expected to cover 100% of partner costs for the 2022-2023 period. HNRP partners substantially increased enrollments in the Preceptor Pathway, Nurse Residency Pathway, and opioid training during the period.

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:

- Expanding specialty development initiatives. Within and beyond the HNRP collaborative, programs are needed to bridge students into specialty practice, support licensed RNs and APRNs (new grad or new to specialty area) with transition or both;
- Expanding NRP offerings on neighbor islands and in community-based and post-acute/long-term care (LTC) settings (home, hospice, skilled nursing facilities, rehabilitation facilities, ambulatory, dialysis centers).

The Future of Nursingⁱ

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 action 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, and 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.

ⁱ 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

ⁱⁱ 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>.

ⁱⁱⁱ 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>.

^{iv} 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>.

^v NSI Nursing Solutions, Inc. *2022 NSI National Health Care Retention & RN Staffing Report*; 2022:10. https://www.nsinursingsolutions.com/Documents/NSI_National_Health_Care_Retention_Report.pdf

^{vi} Professional and Vocational Licensing Division. (2021). Geographic Report (Current Licenses) as of September 24, 2021. <https://cca.hawaii.gov/pvl/files/2021/10/WebGEO-RptHoala-092421.pdf>