

# Methods for Easing the Transition From Student to Nurse

Sabrina Bernardo, Allison Colburn, Kyle MacGowan, Zachary Militello, and Hailey Young

## Introduction

As soon to be graduated nursing students, we felt we were not given enough information about different types of transition programs such as role transition, residency, and mentorship throughout our time in the College of Nursing.

The purpose of our project was to inform nursing students of these types of programs to increase their knowledge and confidence when selecting a future workplace

### PICO Question

- For future graduate nurses would providing education on available transition programs compared to those who do not receive this education increase their knowledge in selecting potential programs and increase confidence in choosing a future workplace?



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## Literature Search

**Databases:** CINAHL & PubMed

**Keywords:** New Graduate Nurses, Nurse Transition, Stress, Stress Management, New Nurses Transition to Practice, Transition Programs for Nurses, New Nurses Challenges, Students

**Article Date Range:** 2013-2020

## Current Evidence

We included 16 articles

- One to one mentoring was found more effective in easing the transition to practice and guiding professional development than group mentoring, but it is extremely costly.
- Implementation of nurse residency programs has shown improved retention of competent, adequately trained, and confident nurses as well as increased job satisfaction.
- New graduate nurses should look for nurse residency programs when applying to jobs due to the association with Magnet hospitals, teaching environments, and an increased amount of resources available for clinical advancement and education.
- The content of transition programs should focus on feedback, communication, resilience building, clinical progression, and acknowledging strengths and areas of improvements for the new graduate nurse.

## Education Plan

**Place:** University of Cincinnati College of Nursing

**Presented to:** Freshman Students in Intro to Nursing Course

**Overall Purpose:** To increase knowledge of transition programs to undergraduate nursing students and increase their confidence in choosing a future workplace.

**Objectives:** To increase knowledge and confidence in regards to transition programs, we sent out a pre- and post-test education surveys to the class we presented to, along with a control group, to obtain a baseline knowledge level and measure the effectiveness of our education session.

## Education Implementation

- We provided one ten minute education session to the freshman students in their Introduction to Nursing course over WebEx.
- There was an additional five minutes allotted at the end of the presentation for the students and professor to ask questions.
- We sent the pre-test survey to the other section of the Introduction to Nursing course as a control group.
- We provided the professor of the course with our presentation to allow for students to refer back to any information.

## Pre- and Post-Education Survey

- How likely are you to ask a future employer about the transition programs they offer? (Not likely, somewhat likely, very likely)
- On a scale of 1-10 (1 is no understanding to 10 is complete understanding), what is your knowledge of role transition programs?
- On a scale of 1-10, what is your knowledge on nurse residency programs?
- On a scale of 1-10, what is your knowledge on nurse residency programs?
- Do you feel confident in choosing a future workplace knowing they have one of the listed transition programs? (Yes or No)

## Outcomes

Based on our survey results, there was an increase in knowledge as well as students were more likely to ask their future employers about what types of transition programs they offer at their institution.

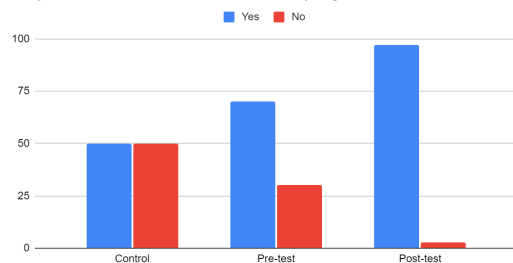
### Lessons Learned

- We believe we should have presented to a group of incoming seniors rather than freshman nursing students.
- Barriers to presenting the education session and the surveys to students online rather than in person.
- We recommend increasing our sample size, for example by presenting to the entire cohort of nursing students, to have a better representation of knowledge and understanding.

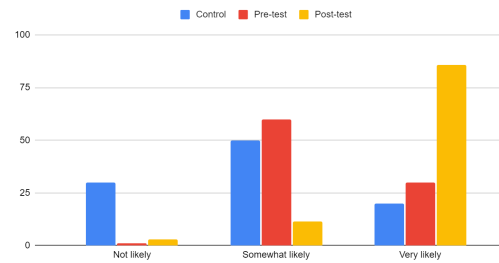
### Feedback:

- Verbal feedback included the professor overseeing the course recommended more specific points regarding the length of time for transition programs of hospitals in the surrounding area.

Do you feel confident in choosing a future workplace knowing they have one of the listed transition programs?



How likely are you to ask a future employer about the transition programs they offer?



### References:

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