

New Graduate Transition & Support



Background

- In the spring of 2008, nurses from the Chief of Nursing Office at the IWK Health Centre attended the Nursing Leadership Conference where Dr. Judy Boychuk-Duchscher presented her work related to the New Nursing Graduate's transition and integration to the workplace.
- This conference sparked our interest and created increased awareness. We heard feedback from struggling IWK new nurse graduates, which identified the significant need for support for nursing graduates.

Background

- IWK formed "**The IWK Nursing The Future Working Group**" There was a wide range of membership at this group: New Graduate Nurses, Chief of Nursing Office, Professional Development Coordinator, Managers, Human Resources, Healthy Workplace Consultant and Clinical Nurse Specialists.
- "**The New Graduate Support Sessions**" evolved from this working group

New Graduate Transition Sessions

- Offered Twice a Year
- Past new Nursing Graduates, Professional Practice Liaison and Professional Development Coordinators facilitate the sessions.
- Invitations sent to New Graduates 3-6 months post graduation
 - Invitations sent by mail, email and advertised by posters on units
- First session 3 participants; Last session 20+ participants – increasing interest and support

Template of a Typical Session

Welcome, Background and Format of the session
Introductions and Check in with Group (Circle)
Explain principles of Circle
The New Graduate Experience – Sharing New Grad Stories from previous new grads
Education Session
Open Forum for Discussion (Sharing Experiences)
What are we doing well? What are the gaps?
NTF Presentation & Judy's slideshow
Check out and Evaluations

Angela's Story New Graduate Perspective

My first shift as an RN

Monday 0700-1900

Transition: Nursing Student to RN

Graduated May, 2008 from
Dalhousie University

IWK Health Centre
Family Newborn & Adult
Surgery Unit

Attended four
New Grad Support Sessions



Transition: Nursing Student to RN

Before my first session:

- Feeling defeated & only five months post graduation
- A little skeptical. What is this about?
- Overwhelmed with information. Unable to "let work go"



After my first session:

- Feeling lighter- A weight taken off my shoulders after many tears
- Experienced relief knowing other new graduates felt the same way
- Supported- Strength to go on



How do you feel entering today's session?

"Unsure of what to expect or that I would have anything to add"

"Nervous, skeptical. What's the point "I'm just an LPN", not important"

"Overwhelmed with work, hopeful"

"Anxious"

How did you feel leaving today's session?

"I'm really glad I came. It boosted my lagging spirits!"

"Good. It was therapeutic to hear that everyone has similar experiences to me"



"Relaxed, better able to cope on the floor"

"Excited, remembered why I am a nurse"

How can we support you during this transition year?

"Just being there to listen is all I needed"

"I like the support sessions. It's nice to know there are people you can go to"

"Visit units; remind us we are doing a good job"

"Talk to managers, clinical leaders, preceptors – thank them, but also help them to be aware of our experiences"

New Graduate Survey

- Examined the support that nurses received as they transitioned into role.
- Developed the questions based on the transition period and the new graduate support sessions.
- 22 RNs & 5 LPNs completed the survey

New Graduate Survey

New Grad Support Sessions

- 15/27 nurses had attended a new grad support session.
- Nurses feel that they are not alone
- New grads have similar feelings during their transition period
- Feel supported and validated
- Learning from each other



" It can be very overwhelming to go from student to nurse"

New Graduate Survey

Why new nurses did not attend new grad sessions?

- Not able to get off work
- Did not want to come in on day off
- Timing of session
- Did not know about it
- No child care
- Did not know what to expect

New Graduate Survey

What supports would have facilitated you to attend a new grad session?

- Communicate goals and objectives of new grad session clearer to team members so they are more supportive.
- More communication about the sessions
- More then one day to attend session.
- Automatically grant time to attend.
- Child care

New Graduate Survey

Nursing The Future

- 19/27 have access to the NTF site.
- Only 3 have accessed the site and utilized the resources
- Majority of New Grads have not accessed the site.



New Graduate Survey

Nursing The Future

" Helpful to know that other new grads across the country are thinking/feeling similar things"

" The survival handbook was helpful for reference and becoming familiar with transition"



New Graduate Survey

Nursing The Future

- The majority of new graduates did not access the NTF site for variety of reasons
 - Not helpful
 - Not a priority
 - Forgot about it
- Recognize the need for further education about NTF to new nursing graduates at the IWK.
- Provided education about NTF at new graduate support session in September.



New Graduate Survey

Overall Support during Transition

- 23/27 feel supported
- 3/27 feel both supported and not supported
- 1/27 indicated that they sometimes feel supported
- Nobody indicated that they don't feel supported

New Graduate Survey

Positive Support Received

- New Grad Support Sessions
- Supportive Preceptors
- Comprehensive Orientation
- Supportive staff , educators and Managers (openness to ask questions, patience, encouraging, share knowledge)
- Trust



New Graduate Survey

Gaps in Support

- No one checked in with me after a few weeks
- Need more specific education sessions
- Evaluation before start working on my own.
- Complex patient assignment after orientation
- Need mentors to help adapt to new role



New Grad Survey

Following Orientation

- 13/27 new grads had a go to person following formal Orientation
- 11/27 did not have a go to person
- 1/27 had whoever was on charge as their go to person
- 2/27 were unsure if they had a go to person and felt that their Clinical Educator is their go to person.

New Graduate Survey

What Supports are Needed?

- Supportive staff, educators and management
- Education days
- Bullying needs to be addressed
- Managing Time
- Continue orientation program
- Provide feedback on progress
- Open communication
- Continue new grad sessions
- Mentors
- Written day time and night time routines

Lessons Learned

- Communication of sessions to New Graduates and Managers
- Utilization of PDC/Educator Group
- Management Support
- Size of Group
- Flexibility
- Clarify Purpose of New Graduate Sessions
- Incorporate more discussion about NTF



Future Planning

- Continue to offer new grad sessions twice a year.
- Review evaluations and change as necessary.
- Connect with the NTF Halifax Chapter
- Address new grad needs
- Work with Managers, Educators, Advance Practice Nurses, Preceptors & Nurses to increase knowledge of transition theory and the needs of new nursing graduates

