

## New grads: Lack of experience, not lack of ABILITY!

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## Agenda

- Introduction
- Facts
- Workplace environments
  - Unsafe or unfamiliar situations
  - Bullying
- Ideas that could help make unsafe or unfamiliar situations easier

Who are you? Where are you in your practice right NOW?



## Facts...

- What is the percentage of newly graduated nurses (NGNs) who leave the nursing profession or change their place of employment within the first year of professional practice?
- A reported 33-61% of newly graduated nurses (NGNs) change their place of employment or leave the nursing profession within their first year of professional practice!!!! (AHHR, Cowin, Dearmun, Winter-Collins).

## Facts...

- What is the cost to the employer when replacing a lost RN staff member?
- The cost to employers replacing lost RN staff averages \$65,000 per nurse (Beecroft ,01)

## Facts

- Dr. Judy Duchscher has done some astounding research around the new graduate transition to practice. Let's hear a little bit about some of her findings around new grads in the ER setting.

"I don't know, sometimes I think maybe we don't catch a lot of stuff. I had some guy die last week and I missed it. He had a triple A [*abdominal aortic aneurysm*] and he came in and he was that pasty greyish green color that normally you only see with people coding and he had a right lower quadrant pain and he kind of got put on the side burner because my other patient was in SVT [*supraventricular tachycardia*] and I was giving her Adenosine and stuff and she wasn't responding to that so we kind of put him to the side. He didn't look good at all....When I went home I was thinking like maybe if one of the more senior nurses who's had a lot of experience came on maybe they would catch a lot of things that the doctors don't and I just thought maybe if one of them would have been there. They were around but I didn't even ask for help. I was too busy in that other room....When I look back on it there were signs....I didn't know what it was but I just had this feeling that something wasn't right but I didn't question anything cause I've never been in that situation before and I didn't know....And you know all the senior nurses after [he died], said 'Oh yeah, when you have abdominal pain in a male you always rule out a triple A. Not once have I heard that before. Not once"

Research Participant (New Grad Nurse)

## Workplace environment

- What are some uncomfortable or unsafe work environments? (Brainstorm session)
  - Charge nurse too soon?
  - Heavy patient load
  - Specialty areas (i.e. ER or ICU) too soon
  - Bullying in the workplace!
  - No longer with preceptor

## Bullying in the workplace??

- Do you think this happens in your workplace?
- How do you think bullying would or does affect you in the workplace?
  - How to prevent confidence erosion
  - NG's - Easy target?
  - Take criticism in stride from those experienced nurses!
  - Building confidence in a negative environment

## What can you do as solutions to these problems??

### Group Work

## Ideas that could help make unsafe or unfamiliar situations easier...

- Mentorship
  - Who is a great mentor and how do they act?
  - How do they help a new grad with their confidence?
  - Describe some of your mentors who were helpful.

## Ideas that could help make unsafe or unfamiliar situations easier con't.

- Asking for help, asking questions
- Nursing the Future (NTF) pillars:
  - Peer Support (Bridge Clubs)
  - Website and Discussion boards
  - Survival Guide
  - Newsletter

Questions??

## References

Beecroft, P.C., Kunzman, L., & Krozek, C. (2001). RN internship: Outcomes of a one-year pilot program. *JONA*, 31(12), 575-582.

Dearmun, A.K. (2000). Supporting newly qualified staff nurses: The lecturer practitioner contribution. *Journal of Nursing Management*, 8, 159-165.