

# Immersing New Emergency Nurses: A Clinical Nurse Specialist Driven Project

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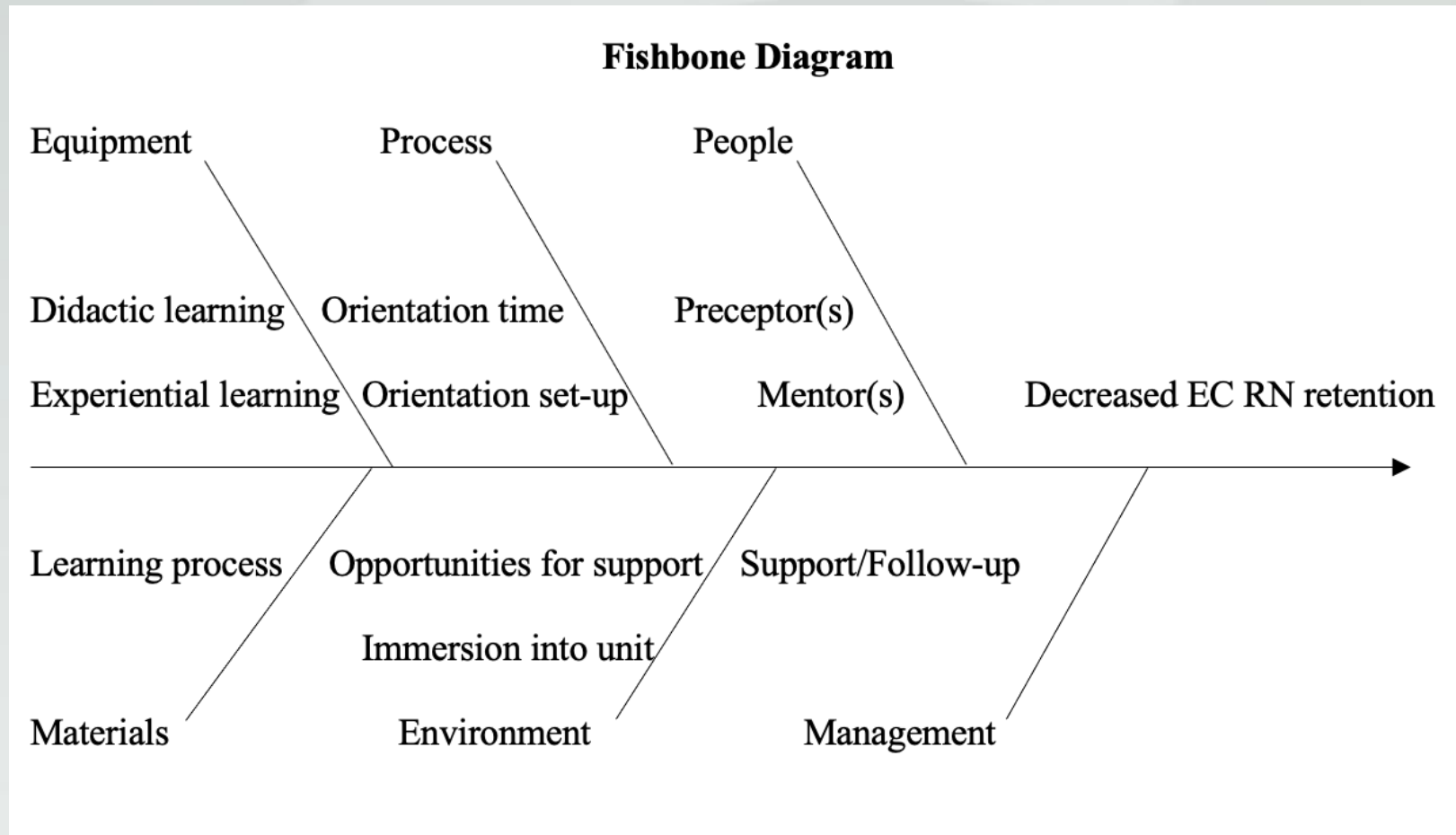
# Introduction & Background

- A 92-bed Level II Trauma Emergency Center in suburban Detroit has drastically increased the rate of graduate nurses (GNs) hired without previous nursing experience
- The attrition rate of nurses in the department has increased significantly
  - From 17% to 30%
- A 10-week formal orientation process has been recommended by the Emergency Nurses Association (ENA) for specialized nursing within an emergency department

# Literature Review

- CINAHL & PubMed database searches utilized
- 3792 articles in total were reviewed after removal of duplicates
- 12 articles total were chosen
- 3 main themes that impact nursing satisfaction and retention:
  - Engagement of nursing staff
  - Interprofessional and collaborative approaches
  - Education of new staff

# Root Cause Analysis



## Project Description

- Improve nursing education
- Implement a 10-week orientation program for GNs
  - Based on the outline of the ENA's program launched in April 2022

Proposed organization of 10-week immersion content (based on ENA residency program schedule):

- Week 1: Overview and Cardiology
- Week 2: Shock and Sepsis
- Week 3: Respiratory Emergencies
- Week 4: Neurological Emergencies
- Week 5: Metabolic and Behavioral Emergencies
- Week 6: Trauma 1
- Week 7: Trauma 2/Pediatrics
- Week 8: GI and GU
- Week 9: Special Populations: OB and Pediatric Emergencies
- Week 10: Older Adults and Putting It All Together

- Once a week 8-hour formal education classes of didactic learning mixed with simulation and hands-on practice

# Theoretical Framework

- Benner's Novice to Expert
  - Nurse progression from a novice nurse to an expert role through learning and experience



# Methods

- Donabedian's model for structure, process, and outcome
  - Evaluate the effectiveness of a GN Immersion program through GN perception of orientation satisfaction
    - Casey-Fink Graduate Nurse Experience survey
    - Informal survey of 10 questions
- Evaluate nursing retention rates

## Casey-Fink Graduate Nurse Experience Survey (Revised)

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**1. Check the top three skills/procedures you are uncomfortable performing independently at this time?**

- ☐ Arterial/venous lines/swan ganz (wedging, management, calibration, CVP, cardiac output)
- ☐ Assessment skills
- ☐ Bladder catheter insertion/irrigation
- ☐ Blood draw/venipuncture
- ☐ Blood product administration/transfusion
- ☐ Central line care (dressing change, blood draws, discontinuing)
- ☐ Charting/documentation
- ☐ Chest tube care (placement, pleurovac)
- ☐ Code/Emergency Response

# Cost-Benefit Analysis

- ENA GN Residency program is about \$56,000 per year contract
- Onboarding costs estimated by health system:
  - \$18,000 salary cost of new nurse
  - \$20,000+ in additional resource costs
    - Recruiters, interviewing process, hiring process, and employment clearance factors
    - Trainers: educators and preceptors





# Evaluation of Processes/Outcomes

- Outcomes TBD
  - Prospective increase in the Casey-Fink GN Experience survey results
  - Prospective decrease nursing attrition rates at 1-year, 2-year, and 5-year intervals
  - Prospective improvement in informal survey results



# Informal Survey Results

- Compare informal survey results received from January 1, 2022-December 31, 2022 to survey results of GNs in new GN Immersion program
  - Survey sent to all nurses completed orientation process between January 1, 2022 and December 31, 2022
    - 64 responses
  - Survey sent to 10 new nurses in orientation process from January 1, 2023 to current
    - 4 responses

# Implications

- To improve novice nursing comfort and job satisfaction, the potential to decrease nursing attrition can save onboarding costs of replacing nurses that leave the unit
- Limitation:
  - Not human research, no comparison of a control group to GN Immersion group
  - Does not look at additional variables impact on attrition rate

# Sustainability

- Monthly review of survey results (both Casey-Fink and informal survey) with stakeholders
  - Determine need for changes and/or improvement
- Review of 1-year, 2-year, and 5-year attrition rates



## Conclusions

- Additional education is appreciated by the GNs
- Survey results will help guide improvement of program
- Improved retention will prove success of GN Immersion program

# References

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