

# Academic-Practice Partnership: A Strategy to Increase New Graduate Nurse Retention

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## Purpose/Significance

The purpose of this project is to begin to evaluate the effectiveness of the Nursing Academy, an innovative academic-practice partnership model for the teaching, training and preparation of pre-licensure baccalaureate nursing students as a strategy to increase new graduate nurse retention rates.



## Objective

The objective is to assess the correlation between self-perceptions of job embeddedness and first year new graduate nurse retention rates among Nursing Academy graduates.

Research Question: Does participation in an academic-practice learning model for the pre-licensure bachelors nursing student increase first year nurse retention rates?

## Framework

Job Embeddedness theory proposes that individuals who are positively enmeshed or embedded are highly predicted to remain in their work role positions. The underlying assumption is when employees feel attached to a company they become embedded into the environment or its social web which enhances the employee's desire to stay with the company (Mitchell, et al. 2001). Job Embeddedness theory illustrates that the more embedded an employee is in both the work setting and the community, the more likely they will remain at the current job (Reitz, 2011; Holtom & O'Neill, 2004; Mitchell *et al.* 2001).

## Methods

In December, 2016 after completing six months of new graduate nurse employment, Job Embeddedness surveys were electronically sent to thirteen Nursing Academy graduates. Repeat surveys will be sent in May/June 2017 to the same study subjects. Permission to use the Job Embeddedness instrument has been granted for the purposes of this project. Retention data will be obtained from the human resource department.

## Results

Following the completion of the twelve month survey, statistical analysis will be performed to determine the correlation between self-perceived levels of job embeddedness and first year new graduate nurse retention data.

## Acknowledgements

Norma Hall, DNP, RN-BC, CNE Interim Dean, School of Nursing  
Sue Heinzman, DNP, MSN, RN, ACNS-BC, Community Health Network

## Conclusion

New graduate turnover rates are high resulting in increased costs for healthcare organizations and an increased risk for compromised patient care (NSI, 2016 Foster *et al.* 2012, Hill 2010, Jones & Gates 2007). The Nursing Academy is an ideal platform to "embed" the nursing student to an organization and the community with the intent to retain the nursing student as a new graduate nurse through the first year of employment.

## References

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