Transforming Practice Transition with an Academic-Practice Partnership

Premier Health

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Background & Problem

- In response to a national call to support nurses in transition, many organizations have taken to task the recommendation to provide a nurse residency program.
- There remains a disconnect between academic preparation to produce a general-practice nurse and the expectations of organizational leadership and education regarding the expected competencies of a new graduate RN (NGRN).

Features of the SN Capstone

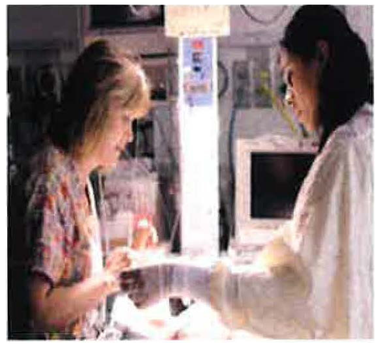
- Begins during the final senior semester
- Participants selected after application review & behavioral interview
- Provisional job offer; serves as long-term interview situation for both manager and student to ensure a good fit.
- Competency profile focuses preceptor and student experiences
- Encourages early integration and socialization into the unit
- Becomes an employee once graduated and passes the NCLEX
- A 2 year commitment contract is required if employment offer accepted

Outcomes

- June 1st 2017: Number of SN Capstone participants that remain employed at Premier Health after completing the Residency (80) 100%

Professional Development

- 4 SN Capstone participants are now preceptors
- 2 SN Capstone participants are mentors/debriefers



Academic-Practice Collaboration

- Stakeholders including NPD practitioners collaborated with academic partners to identify expected competencies for the NGRN.
- Rules of engagement
- 29 competencies were identified and provided the foundation for a Senior Student Nurse (SN) Capstone experience.

NPD Strategies for Engagement

"The NPD practitioner supports the transition of nurses and other healthcare team members across learning and practice environments ..." (ANPD, p. 17)

The issue is not the lack of knowledge, but learning how and when to use it. (L. Caputi)

- Interactive learning with instant response questions, group problem solving opportunities, simulation and video snippets.
- Recognize there are generational differences between learners and educators. A large% of new graduate residents are millennials
- Use a flipped classroom approach

Outcomes

- "The program helped me to implement knowledge to care for patients."
- "I enjoyed the opportunity to experience the daily work flow with guidance. She (the preceptor) was there to answer questions and steer me in the right direction. I look forward to the 18 week program!"
- The SN Capstone preceptor "was very patient and willing to help me with any skill I had not previously done or explain information I was unsure of or did not understand. She provided an environment where I could only learn and grow from and I never felt judged or stupid for asking questions."

Foundational Competencies

1. Activating a Medical Emergency Response
2. Coordinating Patient Care: Hand-Off Communication
3. Maintaining a Safe Environment
4. Managing Care of the Patient with Pain
5. Communication and Interpersonal Relationships
6. Providing Patient and Care Partner Education
7. Performing a Physical Assessment
8. Managing the Care of a Patient with a Peripheral Access Device
9. Utilizing Antiseptic Techniques
10. Safe Administration of Intravenous Fluids and education

*These are a sample of the 29 SN Competencies

Outcomes

- Total # of SN Capstone participants: N=93 *Includes 24 in the Spring 2017 cohort
- Number of SN Capstone participants that went on to the NGN Residency: (81) 87%
- Number of SN Capstone participants that completed the NGN Residency: (80) 92%

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