

The background of the slide features a blurred image of three healthcare professionals, likely nurses, in a clinical setting. They are wearing white coats and stethoscopes, and appear to be engaged in a discussion or meeting. The image is overlaid with a semi-transparent dark blue filter.

PRACTICING

EXCELLENCE

CONNECT 2022

UNIFY, COACH, CONNECT

BREAKOUT SESSION: THE NEW NURSE EXPERIENCE

PRACTICING EXCELLENCE/

CONNECT 2022

UNIFY, COACH, CONNECT



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WHY DOES THIS MATTER?

Turnover Is Costly...

- Turnover rate for staff RNs increased by 8.4% in 2021 to national average of 27.1%.
- Average cost for staff RN turnover is now \$46,100 (up \$6k from 2020.)
- Each percent change in RN turnover will cost or save the average hospital \$262,300 per year.

WHY DOES THIS MATTER?

New Nurses on the Rise...

- Shifts covered by nurses new to the organization in the last 30 days* increased in all regions.
- The number of 12-hour shifts filled by nurses new to the organization rose by 55.5% in the last year.
- Median nursing tenure fell by 19.5% from March 2021 to March 2022.

WHY DOES THIS MATTER?

Meaningful Work Matters...

- Student nurses reported they are **most concerned** about stress (45%), not enough staff to meet demand (35%,) and feeling overworked (27%).
- Doing meaningful work, income, and lifestyle are the **main drivers for staying** in the field.
- Nurses **remain passionate about patient care** with 66% citing “helping people through meaningful work” as an area of satisfaction.
- 30% of nurses said they plan to work in the profession for the foreseeable future, although 23% **plan to look for a new career** in 1-2 years.

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Knowing turnover is costly, we have a dearth of new nurses to orient and support, as well as a window to connect with them and potentially keep them... **any ideas on how we do it?**

Introducing the Nursing Experience Project

The Nursing Experience Project (NEP) provides a method for King's Daughters to continue to invest in nursing. NEP supports nurses with micro-learning app-powered coaching and tips.

These 4-5 minute weekly video tips are recorded by fellow nurses and industry experts and can be conveniently watched on your mobile phone, tablet, or computer. NEP is free to all King's Daughters nurses.

The first NEP program will focus on nurse well-being. Future topics will include leadership effectiveness, patient experience/connection and nursing excellence.

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KING'S
DAUGHTERS



Let's get started!



To download the NEP mobile app: Scan the QR codes above or search "Practicing Excellence" in your store app.

For the NEP desktop version: Go to app.practicingexcellence.com

To activate your membership:

1. Enter your King's Daughters email address and select CONTINUE.
2. Create your account by entering your first and last name and selecting your specialty. Agree to terms and conditions and select CONTINUE.
3. Enter the King's Daughters unique join code—**KDMCNEP**—then select ENTER CODE.
4. Select JOIN PROGRAM and then GET STARTED.

Commit to 5 minutes a week • Log On. Learn. Try. Share.

Integration of NEP into Banner's New Nurse Experience (NNE) and Nursing Onboarding

Why Onboarding?



New Nurse Experience



- **Enrich and cultivate existing and future team members**
- **4th semester nursing students working alongside experienced RNs**
- **Those who complete the preceptorship are given priority for potential transition into the NNE program as a full-time RN in the same facility and unit**
- **Phase 2 of onboarding; NEP fills the gaps with their “Transition to Practice”**

Nursing Onboarding

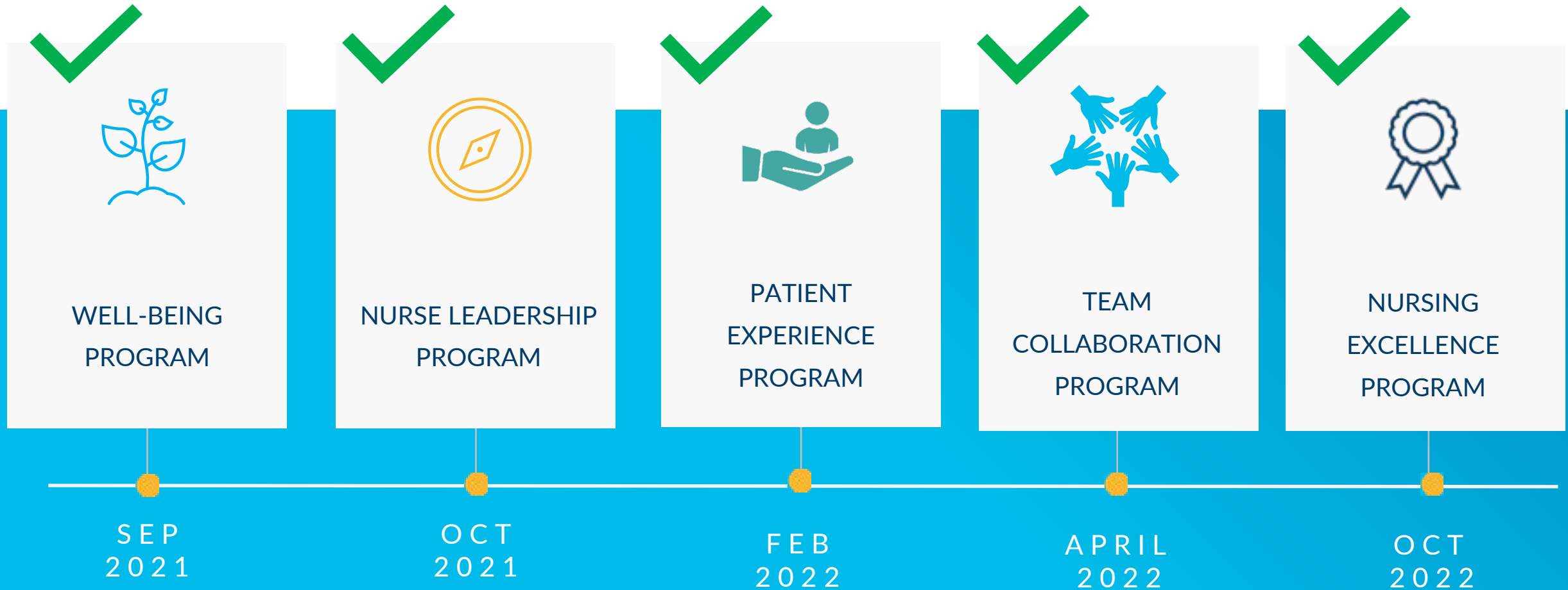
- **Supporting the teams who assist in onboarding nurses**
- **New nurses onboarding new nurses**
- **NEP assists preceptors with “Nursing Onboarding”**



Best Practice: Explore Collaborative Nursing Partnerships



CONTENT ROADMAP



CONTENT ROADMAP



NURSING
WELL-BEING
TOGETHER

DEC
2022



TRANSITION TO
PRACTICE

Q1
2023



NURSING
ONBOARDING

Q1
2023



ADVANCED PATIENT
EXPERIENCE
PROGRAM

Q2
2023



ADVANCED
NURSING
LEADERSHIP
PROGRAM

Q2
2023

TRANSITION TO PRACTICE PROGRAM

- **Overview:** Transition to Practice supports the onboarding and orientation of new nurses as they learn to apply classroom knowledge in the clinical practice setting. The program helps to support nurses through their first year of practice and to accelerate critical skill development and confidence in professional role socialization, patient-focused care, team collaboration, time management, quality and safety, and work-life balance.
- **Audience:** Newly graduated nurses in their first year of practice

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TRANSITION TO PRACTICE SKILLS

**Patient-
Focused Care**

**Team
Collaboration**

**Time
Management**

**Quality and
Safety**

**Life-Work
Balance**

**Professional
Role
Socialization**

NURSING ONBOARDING PROGRAM

- **Overview:** Welcoming, onboarding, orienting, engaging and supporting new registered nurses—both those new to the profession and new to the practice setting—involve a complex interaction between the manager, preceptee, and preceptor. Successful transitions into practice involve a welcoming onboarding experience, creating a learning environment, precepting for clinical competence, providing meaningful feedback, socializing into the organization, and integrating well-being practices. Onboarding should be an **engaging, meaningful, and rewarding experience** both for the preceptee and those who are precepting, teaching, and managing.
- **Audience:** Managers, Preceptors, Clinical Educators, Residency Managers

NURSING EXPERIENCE PROJECT

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NURSING ONBOARDING SKILLS

**Creating the
Onboarding
Experience**

**Creating a
Positive
Learning
Environment**

**Precepting for
Clinical
Competence**

**Creating a
Successful
Practice**

**Joy in
Onboarding**

Discussion Questions: New Nurse Onboarding

- Name one onboarding best practice you've seen in action or desire to implement.
- What are the largest barriers to great onboarding?

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Additional Questions: Connecting & Culture

- What happens at the end of Year 1? What's next after residency? How do you evolve nurses in Year 2 & 3?
- Where are the opportunities to establish and set the standard on culture and help new nurses feel welcome, supported, and connected?
- Opportunities to bring back joy for preceptors?

NURSING EXPERIENCE PROJECT

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Applying the NEP

- How could NEP programs such as these address or fill any of these gaps?
- Are you pursuing Magnet / Pathway to Excellence accreditation? How does this programming support your journey?

ACTION PLANNING TEMPLATE

DEPLOYING THE NEP TO SUPPORT THE NEW NURSE EXPERIENCE:

How could newly developed NEP programs address or fill any of these gaps?

Are you pursuing Magnet / Pathway to Excellence designation? How does this programming support your journey?

YOUR NEP ENGAGEMENT STRATEGY TO SUPPORT THE NEW NURSE EXPERIENCE:



WHO are the key stakeholders for the audience I want to target?



WHAT NEP program(s) do I want to use?



WHEN is my target launch date?



WHERE are the existing interactions, programs, or meetings where this NEP content could be used?



WHY do we need to implement this NEP program and who can help me communicate that message?



HOW will I engage my new nurses, preceptors, educators, and leaders in this new NEP program?

We look forward to talking more about this with you at your next NEP Client Success team meeting.