

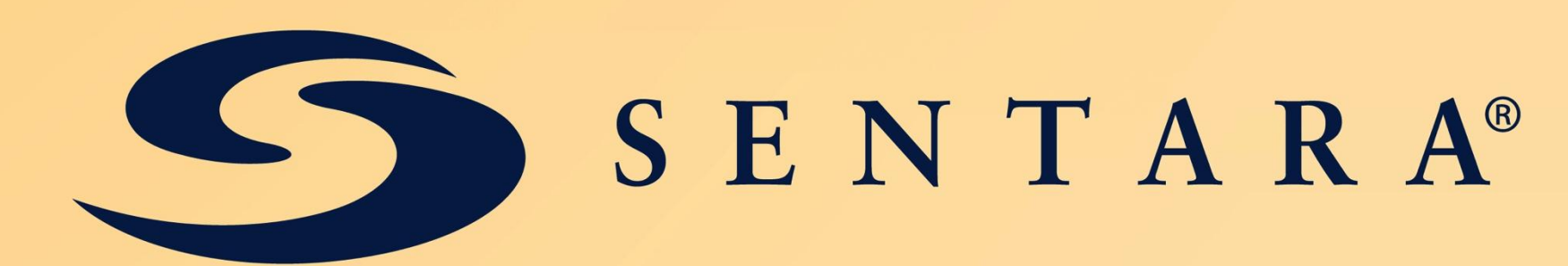


# sentara nurse

## The Future of Nursing Begins With You: SPAH New Graduate Support Group

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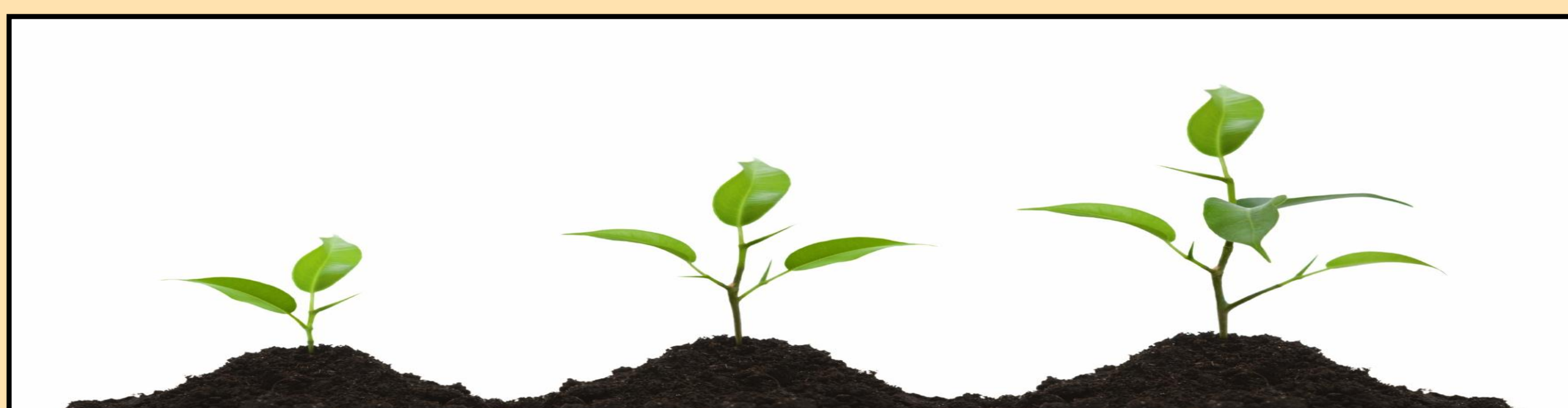


### Background

- Nursing shortages are a major concern within the healthcare community (Scheffler & Spetz, 2001). With an increased aging population and recent healthcare policy changes, the demand for nurses is at an all-time high. Estimates propose that at least 32,000,000 Americans will gain access to health insurance, thus have greater access to the healthcare system within the next decade (Knickman, 2011). In order to take on increased demands, a new wave of proficient nurses will be needed in healthcare. What may be even more important is the *sustainability* of those new nurses once they enter the profession.
- First year turnover rates for New Nurses has been shown to range from 17%-22% (Spiva et al., 2013).
- Regardless of a higher than expected influx of new nurses into the profession, projections still exist that suggest nursing shortages to be 260,000 by 2025 (Spiva, et al., 2013).
- Reality shock of new nurses is a factor that should be addressed early on in transition from student to professional (Cowin, & Hengstberger-Sims, 2006).

### Aims/Goals/Objectives

- In support of the Institute of Medicine (IOM) report *The Future of Nursing: Leading Change, Advancing Health*, the New Graduate Support Group aims to reinforce Recommendation 3: Implement nurse residency programs.  
“State boards of nursing, accrediting bodies, the federal government, and health care organizations should take actions to support nurses’ completion of a transition-to-practice program (nurse residency) after they have completed a prelicensure or advanced practice degree program or when they are transitioning into new clinical practice areas” (Robert Wood Johnson Foundation, 2011)
- The New Graduate Support Group places emphasis on the mentoring and peer support component of residency programs. These programs have been shown to increase confidence, competence, and retention of new nurses (Edwards, Hawker, Carrier, & Rees, 2011).



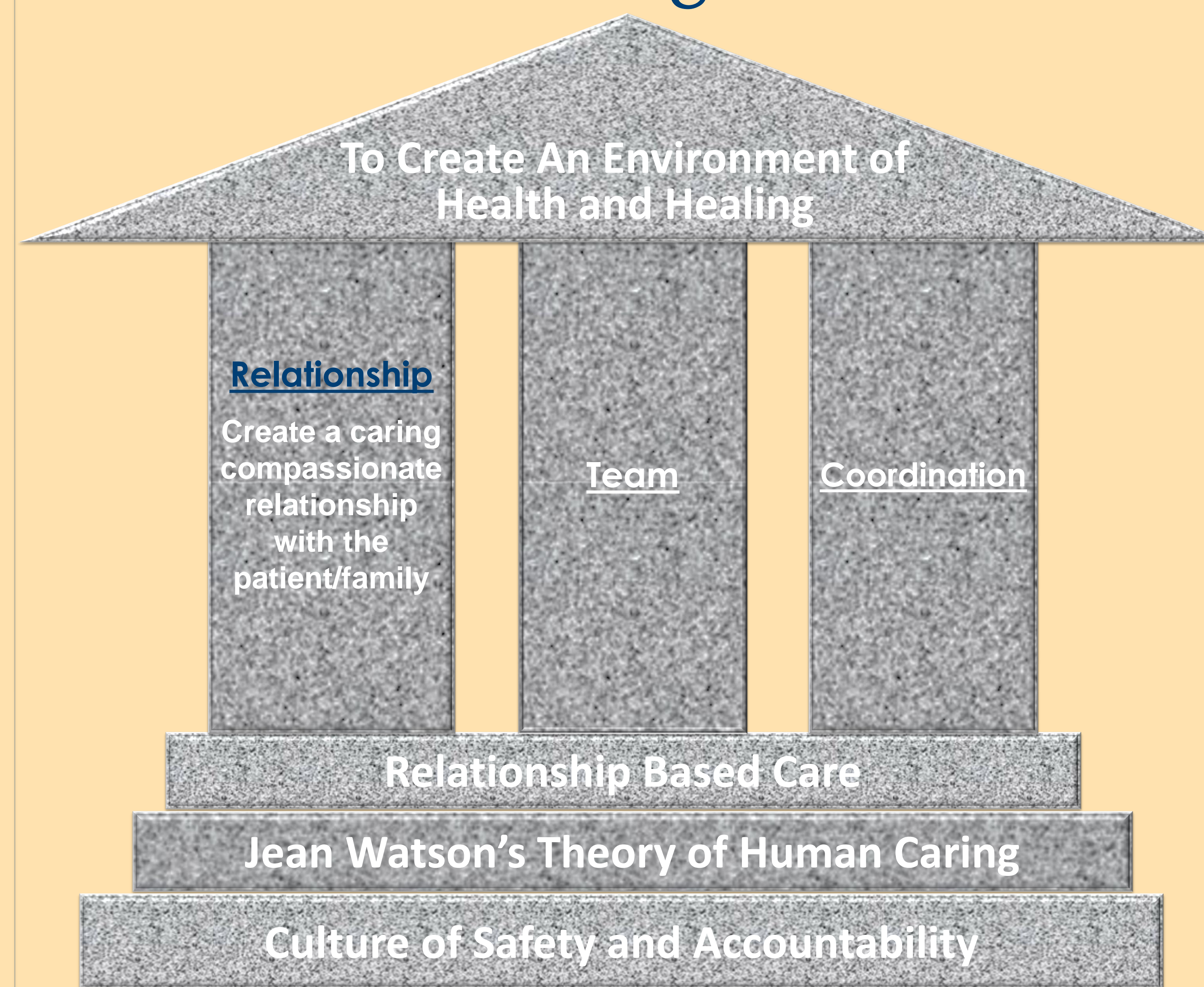
### When and Where

On the second Monday of every month at 0830 the Large Classroom of SPAH’s Education Department is made available to all those interested in attending. The environment is calm, comfortable, and confidential. All in attendance are requested to introduce themselves and share in the conversation at their leisure.

Acknowledgement: Giovonina Quan, BSN, RN & Tricia Haycox, BSN, RN

### Method

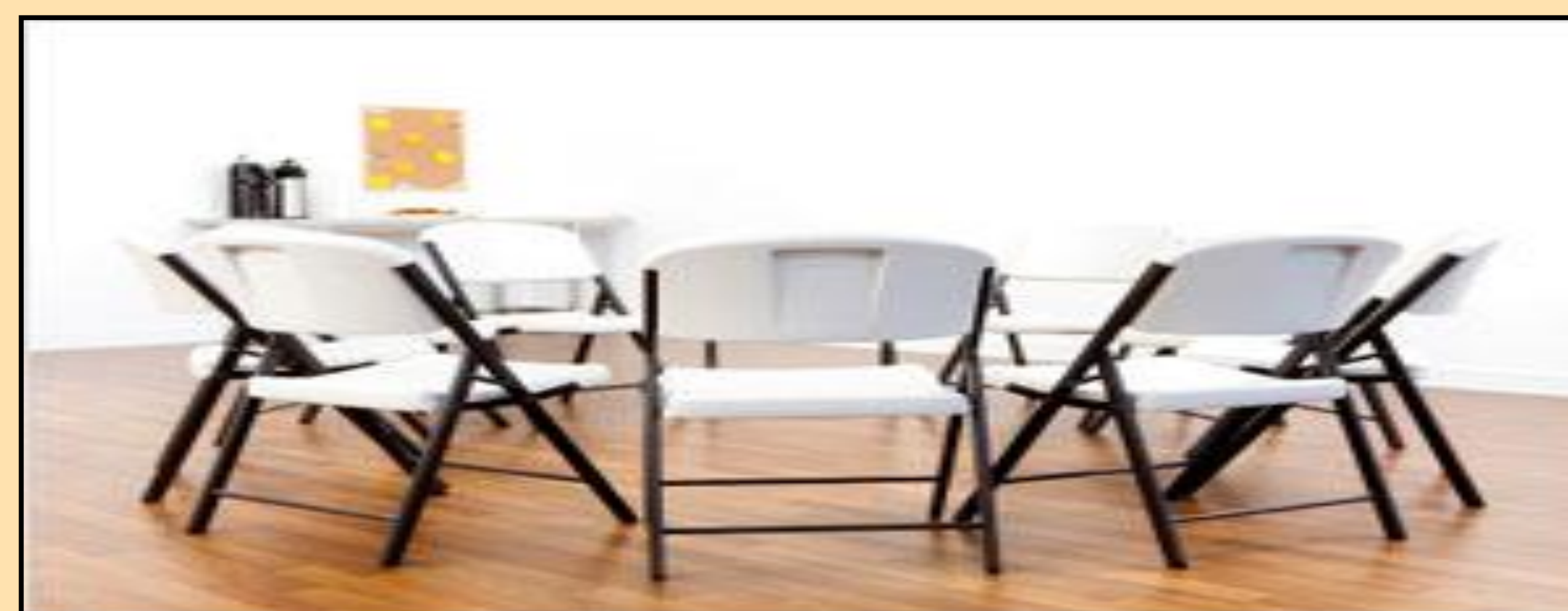
#### Sentara Princess Anne Hospital Professional Nursing Practice Model



The New Graduate Support Group is seeded in the Professional Nursing Practice Model used by Sentara Princess Anne Hospital. While reinforcing **Relationship** substructure, the group provides an ongoing source of mentoring and support in a safe and confidential environment for the new graduate as he or she transitions into the role of a professional nurse. The support group started November 2013.

#### Topics of discussion include but are not limited to:

Standards/ Scope of Practice	Balance of Home and Work
Education	Networking
Personal Successes	Goal Setting
Challenges/ Lessons Learned	Delegation
Coping Skills	Teamwork
Communication	Reflection
Self Awareness	Relationship Building



### Facilitation

Demetrous Johnston is a baccalaureate prepared registered nurse and a 2013 Sentara College of Health Sciences Graduate. He is currently a full-time Sentara Princess Anne Medical Surgical Nurse and part-time Sentara Virginia Beach General psychiatric nurse. Over the course of the last year and a half Demetrous has been lead facilitator of the New Graduate Support Group.



### Testimonial

“As a new graduate you experience a great deal of stress transitioning from a student to a practicing professional. As if the transition wasn't stressful enough, the expectation to be a fully functioning competent nurse in a short period of time is overwhelming. It is a constant struggle to keep oneself from breaking down and quitting. The New Graduate Support Group was a sounding board for me. I used it to voice the transition difficulties I was experiencing. They were there to offer advice, share their experiences, and suggest ways to overcome my problems and changes. Being part of this group allowed me to decompress, helped me improve coping skills, and gave me a sense of adjustment. I was empowered and gained a sense of control. I credit the New Graduate Support Group for helping me overcome my struggles and being able to thrive during my first year.”

RN Graduate Class of 2013

### Results

There have been a total of 22 new graduates who have attended the support group out of 39 who were invited since November 2013. Based on testimonials that have been received, there is a need to conduct research on the benefit of nurse support groups and new graduate nurses retention.

### Conclusion

Studies have shown that the relationships a new nurse develops with their mentors and peers can effect them considerably. Theses effects include their perception of the profession, competency within the profession, and their decision to remain in the profession (Scott, Engelke, & Swanson, 2008; Spiva, et al., 2013). The New Graduate Support Group aspires to be that medium where relationships can be built, experiences can be shared, and the profession of nursing can be strengthened.

### References

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