

# Evaluation of an Emergency Department (ED) New Graduate Program to Support Transition to Practice

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## Background

- Continues to be a nursing shortage
- ED is highly stressful environment
- ED is challenging for new graduates
- New graduate programs allow for successful transition & build confidence

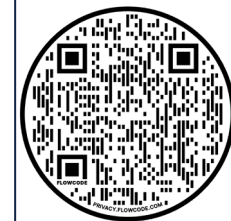
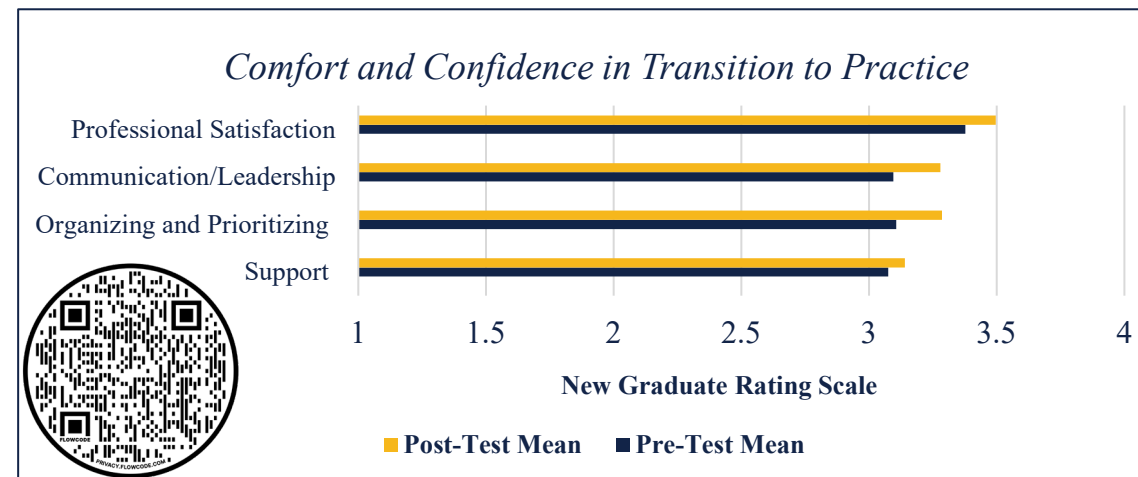
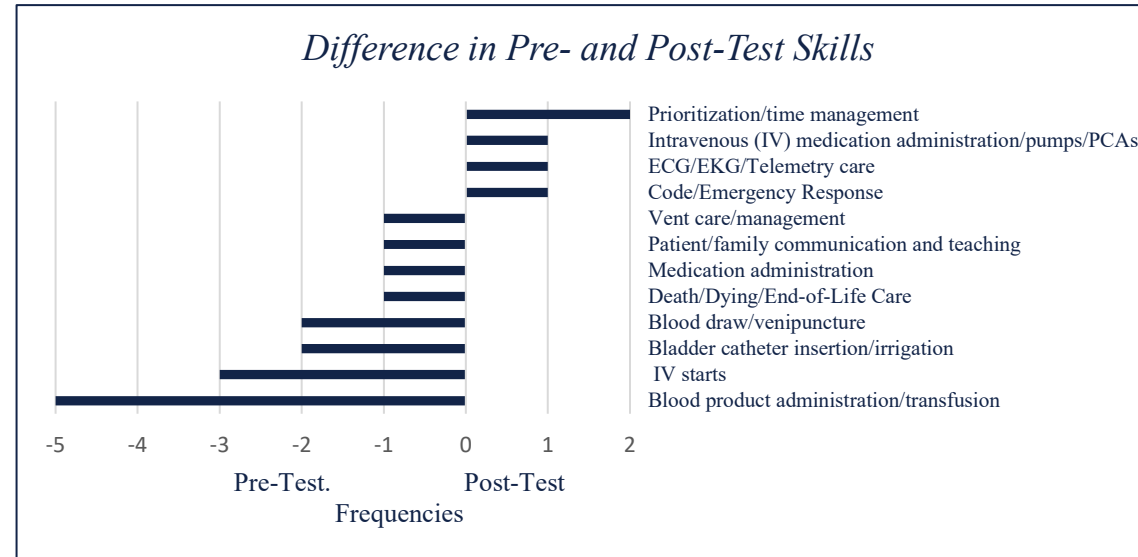
## Purpose

- Evaluate transition of student nurse to ED nurse
- Standard onboarding for new graduates
- Stages of Transition Theory from doing to being

## Setting/Participants

- Not-for-profit hospital system in Southeastern NC
- All ED new graduates that started June-August 2021

References via QR Code



## Methods

- Pre- and Post-Survey using Casey-Fink New Graduate Survey administered during first and last week of orientation
- 16-weeks of ED specific classes in addition to 36 hours working with a preceptor
- Individual evaluations of each class held

## Outcomes

- Increase in all categories of transition to practice
- 93% of participants felt prepared to transition

## Implications for Future

- Ensure leadership support & open communication
- Start with basic skills, such as IV starts and medication administration, before advancing to more critical thinking scenarios