Evaluation of an Emergency Department (ED) New Graduate Program to Support Transition to Practice
Marie Williams Dawkins, MHA, MSN, RN, CEN, CNEcI, DNP Student

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

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

References via QR Code

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