

# New Grad Nurses

KNOW | COACH | KEEP

## WHO IS YOUR NEW GRAD NURSE?

### Hello I'm a Millennial

By 2020 Millennials will make up half of the workforce.

#### 3 MILLENNIAL TRAITS

Entitled  
Optimistic  
Civic Minded

#### MILLENNIALS VALUE...

Work Life Balance  
Inspiration  
Real-time feedback  
Career Opportunity  
Respect

## TIPS FOR COACHING YOUR NEW GRAD NURSE

### Adjust

Your coaching approach will vary based on the individual. Consider learning style and what their performance level is as a way to craft your coaching.

### Give Honest Feedback

If your feedback is given with the intention of helping, it can provide positive results, boost morale and transform your new nurses into excellent nurses.

### Meet Regularly

Setting a weekly meeting to work on specific critical nursing skills will help new nurses go from good to great and build their confidence.

### Ask

Asking questions allows new nurses to discover answers that are specific to their needs.

## NURSE RESIDENCY PROGRAMS ARE KEY TO RETAINING NEW GRAD NURSES

The turnover cost associated with replacing an RN is estimated to be

\$82,000 - \$88,000



New Grad RNs make up > 10% of hospital nursing staffs

Nearly 1 in 5 new RNs will leave their first job within a year



New Grad Residency Programs can decrease turnover by as much as

**50%**

Effective Nurse Residency Programs last anywhere from **16 weeks to 1 year** and should include:



A General Orientation



Regular Classroom Instruction



Preceptorships



Clinical Simulations



Rotations to Other Clinical Areas



Peer Support Groups



Regular Meetings and Check-ins with Management

## NEED CONTENT TO HELP BUILD YOUR NURSE RESIDENCY PROGRAM? WE CAN HELP.

EBSCO Health's *Nursing Reference Center™ Plus* is the leading evidence-based information resource designed by nurses for nurses. With content covering everything from critical nursing skills and continuing education modules to nursing leadership and management topics, *Nursing Reference Center Plus* provides the tools you need to create an effective and robust nurse residency program.

[Visit Our Website »](#)

EBSCO Health | Nursing Reference Center Plus

SOURCES: DeVaney, Sharon A. Journal of Financial Service Professionals. Nov2015, Vol. 69 Issue 6, p11-14. 4p. Document Type: Article. | Caraher, L. (n.d.). Millennials & management: The essential guide to making it work at work. | Gravett, L., & Throckmorton, R. (2007). Bridging the generation gap: How to get radio babies, boomers, Gen Xers, and Gen Yers to work together and achieve more. Franklin Lakes, NJ: Career Press. | Levit, A., & Orrell, L. (2009). #Millennial tweet: 140 bite-sized ideas for managing the millennials. United States: Super Star Press. | Millennials in the Workplace: A Conceptual Analysis of Millennials' Leadership and Followership Styles. (2012). International Journal of Human Resource Studies (IJHRS), 2(2), 71-83. 6. Dill, K. (2015, November 12). | Seven Things You (Probably) Don't Realize About Your Millennial Employees. Retrieved from Forbes.com 7. 2010 Pew report, Millennials: A Portrait of Generation Next 5 | Authors: Sabatier, Marielena Source: Training Journal. Mar2016, p14-16. 3p. Document Type: Article | Kaye, B., & Winkle Giuliani, J. (2012, May). Career Development Conversations: Overcoming Myths. T D, 66(5), 30-31. | Review Editors, Harvard Business (2015, May). HBR Guide to Coaching Employees. Document Type: Book Summary. | Phillips, Kenneth R. (1998, March). The Achilles' Heel of Coaching. Training & Development. 52(3), 41. | Lauby, Sharlyn. (2013, Nov). Coaching Costs Less than Hiring New Employees. HR Specialist: Compensation & Benefits. 8(11), 5-5 | Flanagan, James. (2016, Feb). Coaching and Connectivity. Training Journal. 33-36 | Source: Grovo Learning: Coach for Growth & Development; 2016, p1-1, 1p Document Type: Video | <http://www.rwjf.org/en/library/articles-and-news/2014/09/nearly-one-in-five-new-nurses-leave-first-job-within-a-year--ac.html> | Woten M, RN, BSN (2016). Recruitment and Retention of Healthcare Personnel: Nursing Residency. CINAHL Nursing Guide. Retrieved from: <http://web.b.ebscohost.com/nup/pdfviewer/pdfviewer?vid=4&sid=8f3b92c5-606f-49e6-8db9-bf7c2e4ec108%40sessionmgr103>