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

New Grad Residency Programs can decrease turnover by as much as 50%

The turnover cost associated with replacing an RN is estimated to be $82,000 - $88,000

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

**3 MILLENNAL TRAITS**

Entitled
Optimistic
Civic Minded

**MILLENNAALS VALUE…**

Cure
Life Balance
Opportunity
Responsibility
Respect

**TIPS FOR COACHING YOUR NEW GRAD NURSE**

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.

Adjust
Your coaching approach will vary based on the individual. Consider learning style and what their performance looks like 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.

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

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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

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.

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

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**SOURCES:**
- 2010 Pew report, Millennials: A Portrait of Generation Next S