

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

Career Opportunity

Inspiration

Real-time feedback

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.

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