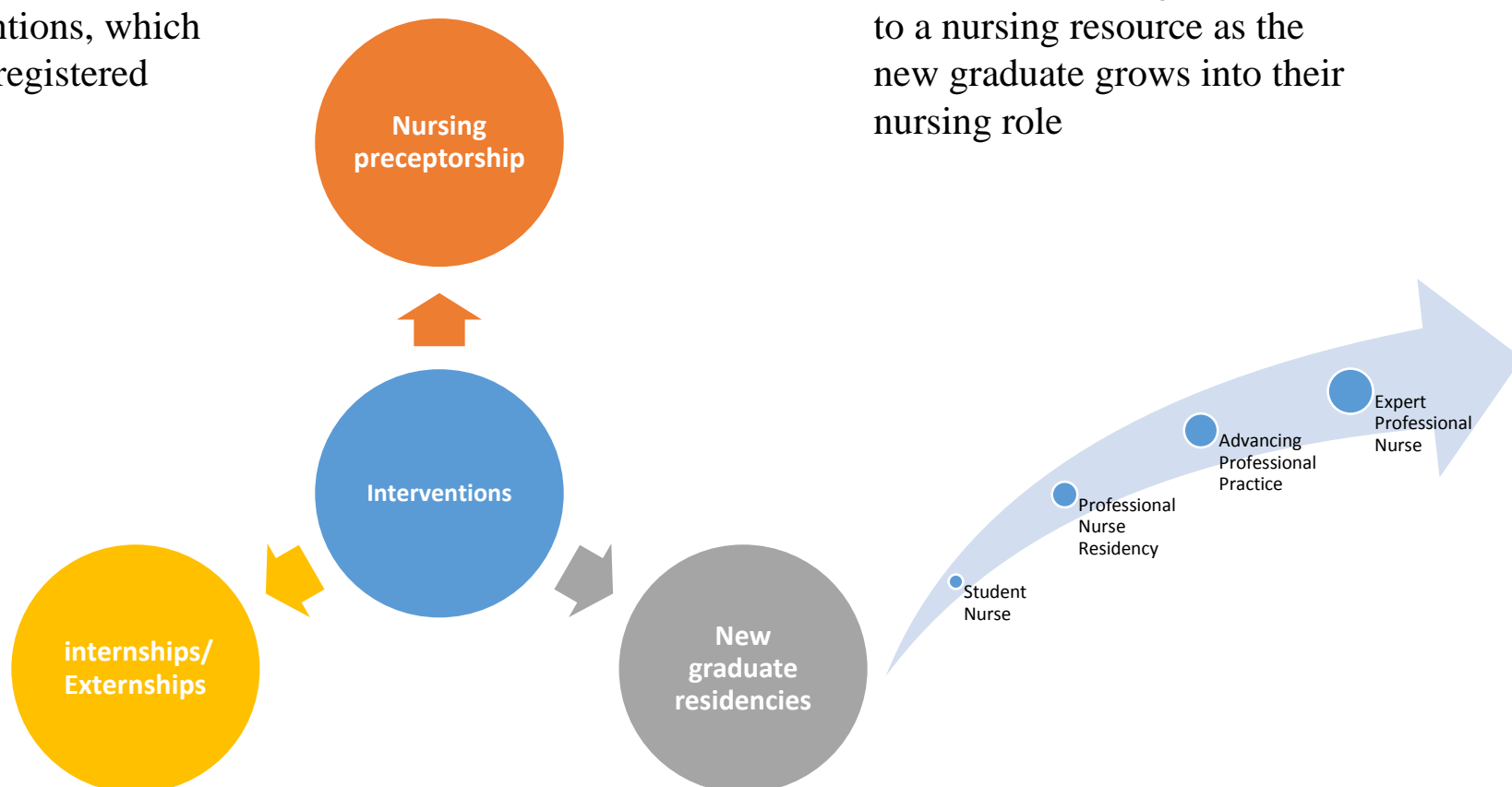
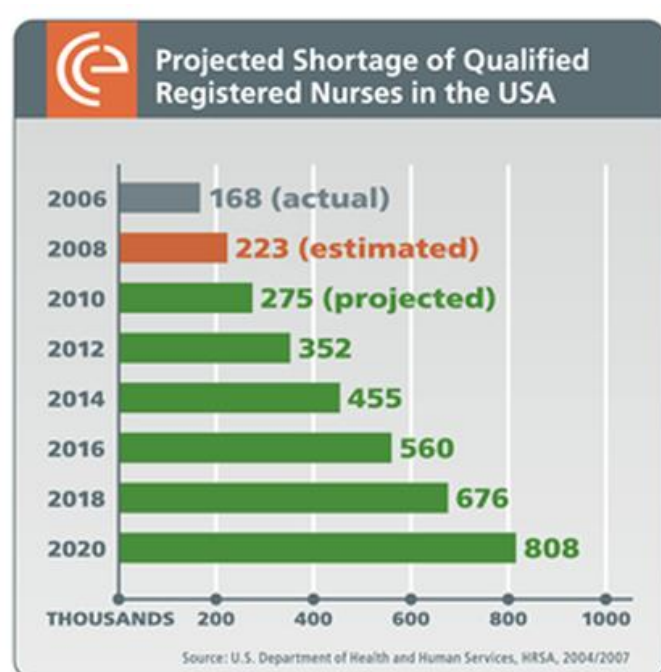


# Interventions to Reduce New Graduate Registered Nurse Turnover

By: Jonathan S. Pannell

**Background:** A 2014 Health Resources and Services Administration analysis showed that North Carolina will experience a shortage of 13,000 registered nurses by 2025. To address recruitment and retention problems, hospitals utilize structured orientation programs to increase the confidence and competency of new graduate registered nurses. The purpose of this research proposal is to evaluate these interventions, which are designed to retain new graduate registered nurses.

**Theoretical Framework:** Benner's *Novice to Expert* Theory is used to increase the confidence and competence of the new graduate registered nurse. The mentor or preceptor role is one of a teacher, decreasing their role to a nursing resource as the new graduate grows into their nursing role



**Methods:** A secondary analysis of data collected and published on research in orientation programs that train newly licensed registered nurses over a 2 year period. The orientation programs include internships/externships, residencies, and preceptorships. The 2-year retention of recently graduated registered nurses was examined to determine which orientation programs employed by hospitals, had the most influence on retention.

**Discussion:** New graduate registered nurses leave for a variety of reasons within the first two years of licensure. The retention rate of these nurses is affected by the leadership and autonomy that mentorship programs provide. Interventions such as residencies, preceptorships, and internships/externships provide new nurse with support and development of their critical thinking skills.