



Implementation of the Transition to Nurse Residency Program SBAR

Situation

- New nurses graduating during the COVID-19 pandemic are entering hospitals with less clinical experience and highly variable learning, social and emotional needs (ONL & NLN, 2020).

Background

- In March 2020, the COVID-19 pandemic disrupted traditional prelicensure nursing education. The pandemic's strain on the health care system, coupled with nursing student safety concerns, caused hospital and academic leaders to make the difficult decision to halt clinical experiences.
- Disruption of the traditional on-site clinical experiences forced nursing school faculty to find alternate theory-based teaching strategies like virtual clinical and simulation to educate students.
- The disruption further widened the pre-existing education-practice gap.

Assessment

- A statewide Maryland task force of hospital and academic leaders convened to develop an innovative solution to support and retain new to practice nurses entering the workforce during the pandemic.
- An environmental scan of nursing school programs to identify the impact of COVID-19 on pre-licensure education found:
 - more than 55% of traditional nursing student clinical experiences were transferred to simulation or virtual clinical platforms.
 - the most adversely affected clinical experiences were behavioral health, women's health (labor/delivery), and pediatrics. Nursing school programs converted up to 100% of the clinical hours to alternative teaching methods for these specialties.
 - new nurses may require help in successfully performing skills and competencies in the following categories: fundamentals, communication, lines, tubes, and drains, medication administration, wound care, point of care testing, nursing leadership, and professionalism skills (Addendum A-Toolkit Comprehensive List).

Recommendation

- Implement a Transition to Nurse Residency Program (TNRP) for new-to-practice nurses graduating during the COVID-19 pandemic to assess and develop specific skills and competencies that pre-licensure nursing students could not demonstrate or experience due to the reduction or cancelation of in-person clinical education.
 - The TNRP is a time-limited, 80 to 160-hour onboarding program for new to practice nurses who experienced the loss of traditional on-site clinical nursing education during their prelicensure program due to the COVID-19 pandemic.
 - The TNRP does not duplicate nor replace the 12-month Vizient/AACN Nurse Residency Program.
 - TNRP Toolkit is available to guide implementation and evaluate learner and organizational outcomes.
- Anticipated results include improved new-to-practice nurse competence, confidence, productivity, job satisfaction, socialization, and retention.
- Over the long term, the TNRP may reduce onboarding time and costs and improve quality of care, patient safety, and patient satisfaction.