Improving Novice Nurses’ Engagement in Evidence-Based Practice

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Purpose

Increase new graduate registered nurses’ (NGRNs) knowledge, skills, attitudes, and reduce perceived barriers towards EBP by incorporating an EBP Curriculum with a project within a nurse residency program.

Aims

1. Evaluate the knowledge, skills, and attitudes of novice nurses with regards to EBP.

2. Evaluate barriers of novice nurses’ engagement with evidence-based practice.

3. Implement and evaluate the process of an EBP curriculum with a project as part of a nurse residency program.

Methods

- **Design:**
  - Performance Improvement
  - Non-experimental (pre/post assessment)
  - Mixed Method

- **Setting:**
  - Not-for profit, multi-site, acute care, Florida
  - IRB determination: Exempt study

- **Participants:**
  - **Inclusion:** NGRNs hired 8/2017
  - **Exclusion:** NGRNs not hired 8/2017

Measures

- **EBP2 Questionnaire**
- **BARRIERS Scale**
- **Class Evaluations**
- **Focus Group**

Intervention

- **EBP Mentors**
- **EBP Curriculum** (10 hours over 18 weeks)
- **EBP Poster Showcase**

Results

<table>
<thead>
<tr>
<th>Domain</th>
<th>Miss Score</th>
<th>Pre (N=41)</th>
<th>Post (N=41)</th>
<th>p-value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relevance</td>
<td>70</td>
<td>60.3 ± 13.8</td>
<td>76.2 ± 10.3</td>
<td>p &lt; 0.001</td>
</tr>
<tr>
<td>Sympathy</td>
<td>55</td>
<td>22.3 ± 19.6</td>
<td>28.2 ± 16.2</td>
<td>p = 0.01</td>
</tr>
<tr>
<td>Empathy</td>
<td>55</td>
<td>80.1 ± 14.6</td>
<td>83.3 ± 13.2</td>
<td>p = 0.012</td>
</tr>
<tr>
<td>Practice</td>
<td>65</td>
<td>22.6 ± 16.5</td>
<td>21.6 ± 15.7</td>
<td>p = 0.532</td>
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<tr>
<td>Confidence</td>
<td>55</td>
<td>18.4 ± 17.7</td>
<td>17.4 ± 15.3</td>
<td>p = 0.774</td>
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</tbody>
</table>

Focus Group: Perceptions

- This is going to be horrible.
- I don’t like research.
- It didn’t work for me.
- I had good experiences with group projects in school.

- Chaotic because we were in groups.
- Each entity has different problems and has different protocols.
- Getting the guidance while we were here really [...]

- Easier than expected.
- I was able to put into practice what I learned in school.
- Did not expect it to be such a learning experience.
- Definitely an eye-opening experience.

- The biggest take away was that for the most part the groups didn’t try to reinvent the wheel.

Conclusion

- **EBP mentors important**
- **EBP education effective in RN residency**
- **NGRNs need continued support**
- **EBP Showcase was “eye opening”**

Focus Group: Perceptions

- This is going to be horrible.
- I don’t like research.
- Didn’t we do this in nursing school?
- I had bad experiences with group projects from school.

- Chaotic because we were in groups.
- [Each entity] has different problems and has different protocols.
- Getting the guidance while we were here really [...]

- Easier than expected.
- I was able to put into practice what I learned in school.
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