

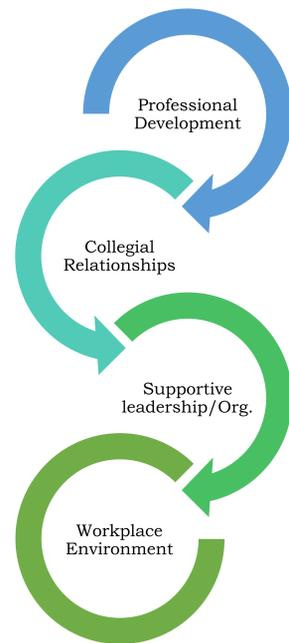
Experienced Nurses: Improving Retention by Implementation Strategies Found in Research and those applied in Practice

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BACKGROUND

Lacking research on retaining skills and expertise of experienced bedside nurses

Aim to gain a better understanding of strategies that impact the retention of experienced nurses.



RESULTS

Pre-Survey Results	Percent
	58.1%
Be able to spend more time providing patient education	3.2%
Better peer support with nurses who have been bedside for a while	3.2%
Continued education on things we don't do often, PPN/TPN, advanced tele course, med updates	3.2%
Educational meetings as a resource	3.2%
Educational opportunities, Shadowing opportunities	3.2%
Getting feedback from my supervisor	3.2%
Having experienced nurses around	3.2%
Educational opport. time. The problem all the time is if you have 4 or more patients you don't have time to study or get to know your patients	3.2%
I have all my needs met	3.2%
Learning new techniques	3.2%
More appreciation/support from management	3.2%
Skills for things not used often (i.e., Zoll)	3.2%
Tools/classes to gain skills to facilitate patient care	3.2%

Aim 1

METHOD



DISCUSSION & CONCLUSION

Discussion
Collegial work environment, providing patient care, and making a difference were some of the top mentioned items

Professional development is held in high regard

- Career advancement opportunities were important

Strength and Limitations

- Improving accessibility to educational opportunities
- Drop-in style

Limited to 2 units
Influx of new graduates through the Nurse Residency Program
Limited to one intervention, as a 2-day skills day was completed with a majority of skills

Sustainability

- Ongoing needs assessment on a Bi-monthly basis. Provide experienced nurses variety of opportunities, clinical ladder, educational, and leadership.



References

PURPOSE & AIMS

Purpose: Evaluate a 12-week evidence-based educational intervention to better understand retention of experienced nurses needs for professional development while utilizing already existing programs

Aim 1: Evaluate the effectiveness of a 12-week evidence-based project

Aim 2: Identify the impact of the educational intervention on experienced nurses

Aim 2

Post Implementation Evaluation	Mean	75%
	50%	
I feel the skills provided in the in-service, provided background knowledge in ostomy care	2.00	2.75
I feel more confident in assessing a patient's ostomy	1.00	2.00
I feel more confident in my skills to size, fit and apply or redress an ostomy	2.00	2.00
I feel confident that I am able to educate my patient on ostomy for home care	2.00	2.00
If I am unsure about any aspect of ostomy care I am aware of my in-house resources	2.00	2.00
I have a better understanding of Epic documentation for ostomy care.	2.00	2.00