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.

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

RESULTS

Pre-Survey Results

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<th>Percent</th>
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<td>58.1%</td>
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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 opportunities. 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%

Mean 75%

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

DISCUSSION & CONCLUSION

Discussions

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

Sustainability

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

METHOD

Pre-test/Post-test Design

Community Teaching Medical Center

2 Medical Surgical Unit

Recruited via Unit Manager & Education PERC & IRB

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References