

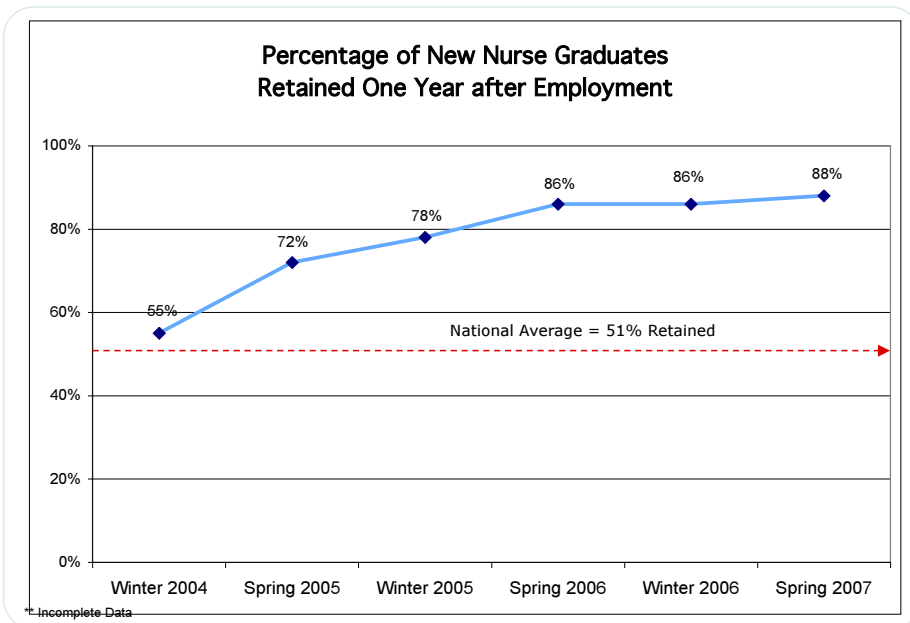
Resources to Support Nursing Practice

1. Graduate Nurse Orientation and Preceptorship Program

The Nurse Preceptorship Program was developed to support new graduates during their first year and to guide their preceptors during the transition process. The goals of the program are to improve the new graduate's confidence, competency, and retention in the organization. National data has shown that 40% - 50% of new nurse grads leave during the first year of employment.

The Preceptorship Program was initiated to provide structured follow-up in order to identify the new graduate's concerns and issues. The program offers close follow-up of the new graduate through weekly rounds made by the Clinical Education Specialists.

Surveys addressing confidence and satisfaction are given to the new graduate at the end of classroom orientation, and repeated at 60 and 90 days. In response to feedback, monthly seminars will be offered during the unit-based orientation. Seminars will promote emotional support among the new graduates and offer classes to develop organization skills, delegation skills and prioritization.



“At first I did not think there was enough time for my new graduate and I to write a weekly evaluation. After we wrote the evaluations for about three weeks in a row, my orientee and I realized how enormously valuable it was because it kept us focused on the progress we had made and focused on continuing to achieve our goals for her orientation experience.”

Kathy Knowles, RN, Surgical Intensive Care Unit



Jackie Hadden, RN with the preceptor she had as a new graduate in SICU, Kathy Knowles, RN