New Grad RNs make up > 10% of hospital nursing staffs.

New Grad Residency Programs can decrease turnover by as much as 50%.

The turnover cost associated with replacing an RN is estimated to be $82,000 - $88,000.

Nearly 1 in 5 new RNs will leave their first job within a year.

3 MILLENNIAL TRAITS
- Entitled
- Civic Minded
- Optimistic

MILLENNIALS VALUE...
- Career Opportunity
- Respect
- Knowledge
- Balance

NURSE RESIDENCY PROGRAMS ARE KEY TO RETAINING NEW GRAD NURSES

Hello I’m a Millennial

By 2020 Millennials will make up half of the workforce.

TIPS FOR COACHING YOUR NEW GRAD NURSE

Meet Regularly
- Setting a weekly meeting to work on specific critical nursing skills will help new nurses go from good to great and build their confidence.

Adjust
- Your coaching approach will vary based on the individual. Consider learning style and what their performance review as a way to craft your coaching.

Give Honest Feedback
- If your feedback is given with the intention of helping, it can provide positive results, boost morale and transform your new nurses into excellent nurses.

A General Orientation
- Regular Classroom Instruction
- Preceptorships
- Clinical Simulations
- Rotations to Other Clinical Areas
- Peer Support Groups
- Regular Meetings and Check-ins with Management

Effective Nurse Residency Programs last anywhere from 16 weeks to 1 year and should include:

NEED CONTENT TO HELP BUILD YOUR NURSE RESIDENCY PROGRAM? WE CAN HELP.

EBSCO Health’s Nursing Reference Center™ Plus is the leading evidence-based information resource designed by nurses for nurses. With content covering everything from critical nursing skills and continuing education modules to nursing leadership and management topics, Nursing Reference Center Plus provides the tools you need to create an effective and robust nurse residency program.

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