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## Improving Retention Rates of New Graduate Nurses

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## Introduction

- Global barrier in the healthcare system with nurse shortages especially within the first year
- 18% of new graduate RNs change jobs in their first year of employment (Brook, et al., 2019)
- 23% of new graduate RNs are reported to be contemplating leaving (Brook, et al., 2019)
- New graduate nurses were more likely to think about leaving the profession than more experienced nurses (10+ years)
- Early career support for new graduate nurses is key for influence and positive outcomes
- The quality and personality of preceptors impact the retention or turnover of their mentees

## PICOT

“Does pairing new grad nurses with a similar personality nurse preceptor as compared to a randomly assigned nurse preceptor improve retention rates over a 24-month period?”



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## Methods



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- A search of the electronic databases CINAHL, PubMed, and PsychInfo
- Articles within the last 5 years, 2017 to 2022, with one key article selected from 2012
- Key terms: new graduate nurse or new nurse or novice nurse, preceptor or mentor or preceptorship or mentorship, and personality and retention
- Inclusion criteria: focused on the quality training of new graduate nurses, factors influencing new graduate nurses' practice
- Exclusion criteria: individuals that were not new graduate nurses, studies not focusing on new graduate nurses.
- 12 articles were chosen

## Results

- New graduate nurses are often assigned to nurses with at least 1 year of experience and no training as a preceptor
- Preceptors can become burned out from the constant training and orienting (Barrett, 2020)
- Having a pool of preceptors would offer the new graduates' opportunities to pick a preceptor whose teaching style meshed with their own (Barrett, 2020)
- A quality preceptor/preceptee relationship gives new graduate nurses a supportive community to start their professional career
- Nurses who feel more established in the community and supported in their job are more likely to stay (Chiao, et al., 2021)
- The relationship between the preceptor and orientee is critical to the new graduate's satisfaction with their new profession
- Networking and socialization to provide a nurturing relationship are linked to a positive practice environment with increased retention (Charette, et al., 2019)

## Conclusion

- Quality and personality of preceptors and preceptees effect retention
- The preceptor's job is to create this supportive environment
- The feeling of community and belonging is important to retention
- High turnover rate is detrimental to the nursing profession
- New graduate nurses would benefit from working with nurses that have time and energy to teach

## Further research

- Focus on pairing mentors and mentees by personality
- The quality of preceptors
- Preceptor training
- Systemic changes to increase nurses' retention

## References

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