

Nurse Residency Program Summary

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Having new graduate nurses leave after hiring and training them can cost a hospital a lot of money so the hospital must create an environment that promotes them to stay. That is why it is so important to implement nurse residency programs to help new nurses transition from theory to practice. It can be a huge adjustment taking care of patients compared to being in school learning how to take care of them. This allows for a smoother transition to being a competent nurse which can lead to fewer new nurses leaving. Nurse residency programs can help the continual growth these new nurses need especially important since this greatly affects how well a patient receives care.

One thing that this program allows is social support which allows these new nurses to share their experiences and gain knowledge and skills from nurses that have been doing the job for a lot longer. This allows for a great environment for the new nurse to grow and learn compared to not having any support. Nurses in the program do not leave as much compared to if they are not in it which shows that it does help. These nurses are looking for a supportive team and good co-workers which can be facilitated by the nurse residency program. It is important to have a good team to have your back in a job especially in nursing since nurses have to take care of patients and patients deserve the best care they can get. This program not only helps retain new nurses but also helps recruit them too so that hospitals get the staff they need. It can also lead to the participants moving on to leadership positions within their job which is a bonus from the program.

Places like psychiatric-mental health need to utilize nurse residency programs because they do help. With less turnover of new nurses, the hospital can better utilize the money that

would have been wasted on a nurse that leaves. This program helps set these nurses up for success and allows them to be competent in the field they chose to be in. These new nurses deserve to be set up to prosper and allowed to grow so that patients get the care that they deserve. Better nurses equal better outcomes for patients.