NURSING COUNCIL OF NEW MEXICO

Practice/Workplace Environment Committee (PWE)

Preceptor/Intern Model

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Problem Statement

Nursing research reports that 58% of recent graduates have left their first job because of the workplace environment and 23% of practicing nurses were considering leaving their jobs because of issues related to bad attitudes and disrespect in the workplace. Another problem is that recent graduates lack educational preparation on how to care for six or more patients. Only one third of graduate nurses feel that they are prepared to administer medication.

Review of Literature

Some of the recommendations include the following:

- Nurse Residency Programs
- Career development program: general internship program, specialty internship program and service focused cross training program (Johns & Gance-Cleveland 2006).
- Mentoring Programs (Zucker B., et al., 2006).
- On line mentoring programs (O’Keenfe, T.; Forrester, D.A., 2009)
- Structured, progressive orientation program (Marcum EH; West RD, 2004)
- Confidence building (Leiter, MP, et al 2009).
- Understanding differences between generations (Leiter, MP, et al 2009).

Discussion Points

The following are some discussion questions for the conference call on July 16th at 3 pm.

- What are the best practices know to the committee members that they would like to implement in New Mexico?
- What do you think would be the best process to plan, implement and evaluate the best practices to help new graduate nurses become competent in New Mexico?
- From the literature review, what do you think would be the best solution to this problem?
- What resources are needed to address and resolve this serious problem?
REFERENCES


Kingsnorth-Hinrichs J; Mullett S; (2009) Growing New Graduates... it takes a village. RN,72 (1): 40-2, 44.


