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Post COVID Blues: Exploring the Modified Needs of New Graduate RNs in a Post COVID Era

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BACKGROUND

- In 2019, nursing burnout was already a growing epidemic, caused in part by an aging workforce, increased demands on nurses, and low staffing [2]
- The COVID-19 pandemic increased burnout, turnover rates, and nursing shortages.
- Graduate nurses (GNs) were required to adapt quickly with fewer bedside clinical hours in school and shorter orientation time in the hospital, contributing to transition shock [12].
- In the Heart Center here at Children's Medical Center (CMC), in July 2022 there was a voluntary turnover rate of 38% for nurses in their first year of hire. This turnover rate is significant due to the amount of time, money, and resources used to train these nurses.

Stressor	2019	2020	2021
General Stress	40%	41.5%	47.5%
Job Performance	26%	22.5%	41%
Finances	46%	37.5%	52.2%
Personal Relationships	32.5%	49%	51.5%

Table 1: Results from a Casey-Fink Stress Analysis done on CMC residency cohorts from 2019-2021. Percentages are average reports from GNs in the program for 0-6 months.

PICOT QUESTION

Compared to the pre-COVID New Graduate Nurses (GNs), how does the transition to practice needs vary in this post-COVID era?

METHODS

- CINAHL and Pubmed search one:
 - Boolean Phrases: New graduate, nurse resident, orientation, residency, COVID-19
 - 5 reliable articles
- CINAHL and Pubmed search two:
 - Boolean Phrases: New graduate nurse AND retention rates AND orientation, resources, mentorship
 - 9 reliable articles
- Limiters: English, peer-reviewed, 2020-2023
- CMC heart center survey new grad data

LITERATURE REVIEW

Burnout

- Burnout became a highlighted and rising issue for new graduate nurses since pandemic
- Lack of organizational support is a leading cause of burnout in transitioning new graduate nurses

Articles: 2, 3, 8, 11, 13

Fear, Stress, & Anxiety

- The transition period new grads encounter manifests anxiety and fear of the unknown

Articles: 2, 3, 4, 5, 6, 7, 12, 13

Need for Education

- Lack of education about the transition from student to GN.
- Pandemic caused increased demands both physically and mentally with less transition time.

Articles: 4, 5, 10, 12, 13

Lack of support

- Evident decreased support from experienced nurses who developed burnout during COVID-19.
- GN's expressed that emotional support was unavailable with experienced RNs

Articles: 2, 3, 8, 13

Transition shock

- Transition shock negatively impacts retention rates and quality of care.

Articles: 1, 3, 4, 7, 9, 12, 13, 14

RESULTS

- The biggest challenge during the career transition for GN's is having poor confidence in their practice. COVID-19 increased this fear due to decreased clinical hours at the bedside.
- Literature indicates that mentorship helps decrease the stressors of transitioning into practice on GN's. These relationships increase resiliency and empowerment for the GN leading to increased retention rate and patient safety.

RECOMMENDATION

Preceptorship/ Mentorship

Mentorship¹¹

- Increase GN retention rates, self-confidence, problem-solving, professional communication
- Benefits seen for up to two years
- High-quality preceptors⁷
 - 1 year of experience
 - Willing to take on the preceptor role
 - Receive preceptor training

Be1Support¹¹

- A program that provides customized pairings of an experienced nurse to novice nurse.
- This program offers mentorship all through the nursing process. A nursing student can be paired with a GN, and GN with experienced nurse.
- GN Boot Camps³
 - Increases GN confidence in skills and communication
 - Prepare GN's for real-life hospital situations, prior to starting their new role

Want to be a mentor?

Email Martha Shaw:
Martha.Shaw@childrens.com

References: see QR code

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