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## FUTURE OF NURSING™ CAMPAIGN FOR ACTION

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### **Development of a Transition to a Nurse Residency Program and Toolkit**

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#### **Abstract**

Due to the COVID-19 pandemic, new nurses are entering the hospitals with less clinical experience and highly variable learning, social, and emotional needs. An environmental scan found that greater than 55% of students moved from in-person clinical to simulation or virtual simulation. The specialties most impacted were behavioral health, women's health, and pediatrics. Further, the scan found that students were missing the opportunity to develop mastery in the fundamental skills. The Maryland Organization of Nurse Leaders, Inc./Maryland Nurse Residency Collaborative (MONL, Inc./MNRC) quickly identified that this disruption had further widened the academic–practice gap.

To respond to this need, a statewide MONL, Inc./MNRC taskforce, consisting of leaders from academic and hospital settings, convened to find a solution to support and retain new-to-practice nurses. The consensus was to develop a Transition to a Nurse Residency Program (TNRP). The leaders divided into two groups: assessment and evaluation, and curriculum development.

The curriculum development subgroup identified the key assumptions, target audience, objectives, structure, curricular content, and resources. The assessment and evaluation group developed a skills assessment tool for the new graduate, participant program evaluation, and identified outcome measures for success. The leaders then created a comprehensive toolkit containing a program description and all related materials for easy implementation by hospital-based nurse residency coordinators. The last step in the development phase was reconvening the taskforce and presenting the TNRP toolkit to key stakeholders for input on feasibility and implementation. This presentation will discuss the toolkit development and its components and address challenges like funding resources to administer the program, nurse residency coordinator workload, and methods to tailor the program for institution implementation. Statewide implementation to date will be presented.