



Institute of Pediatric Nursing Research on Pediatric Nursing Residencies Executive Summary

Overview:

The Institute of Medicine's 2011 *Future of Nursing* report recommended the establishment of nurse residency programs (NRPs) to support transition-to-practice and to ensure a competent workforce. The Residency Task Force of the IPN developed and disseminated the survey *Exploring Pediatric Nurse Residency Programs* in 2013 to explore the characteristics of NRPs. Items addressed structure, content, outcomes, benefits, and challenges, including the use of preceptors as well as a comparison of NRPs with orientation programs. The Pediatric Nursing Certification Board database was used to identify hospitals with pediatric units, including children's hospitals and community hospitals with pediatric services. Of the 316 hospitals successfully contacted, 65 provided complete, validated responses.

Highlights:

- 94% of the responding hospitals offered an orientation program, and 69% offered an NRP.
- In most cases, the NRPs were internally developed (60%) and 1 year in length (47%).
- Common content across programs included critical thinking, stress management, small group support, professional role transition, pediatric resuscitation, and evidence-based practice.
- Survey findings suggest that the content of orientation programs focuses more on institutional policies and procedures while NRPs focus on developing the individual nurse's personal skills.
- Evaluation of NRPs included measures of satisfaction, turnover rates, and standardized measures, primarily the Casey-Fink Graduate Nurse Experience Survey (49%).
- Challenges included obtaining financial support from the organization, developing content relevant across units, providing time away from clinical units, and maintaining preceptors.
- Preceptors typically attend a training workshop and are provided some type of compensation such as career advancement or a pay differential.
- Benefits of NRPs included development of professional role confidence and peer support networks, an increase in safe nursing practices, and a decrease in nursing turnover.
- A core curriculum for all NRPs and the content unique to children's hospitals need to be identified.
- Clarification of the requirement for both an orientation program and an NRP in the same institution, and the content of each, is needed in many settings.

Smith, J.B., Rubinson, D., Echtenkamp, D., Brostoff, M., & McCarthy, A.M. (in press). Exploring the structure and content of hospital based pediatric residency programs. *Journal of Pediatric Nursing*.