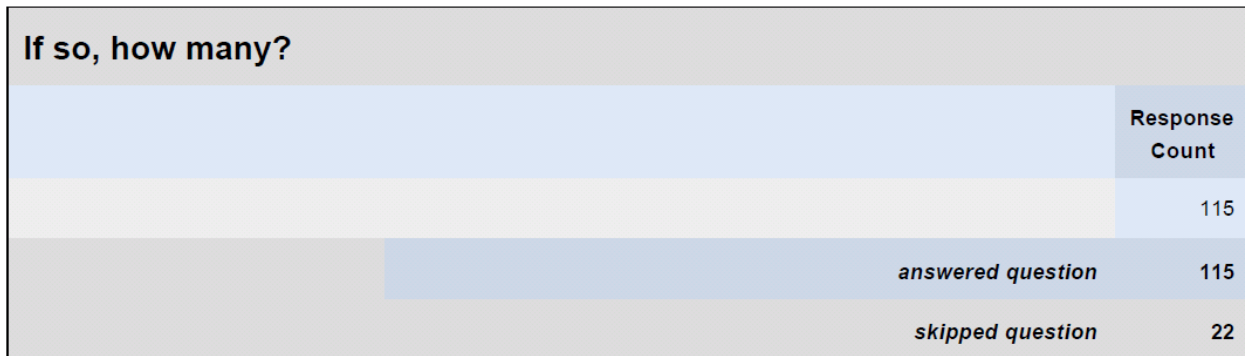
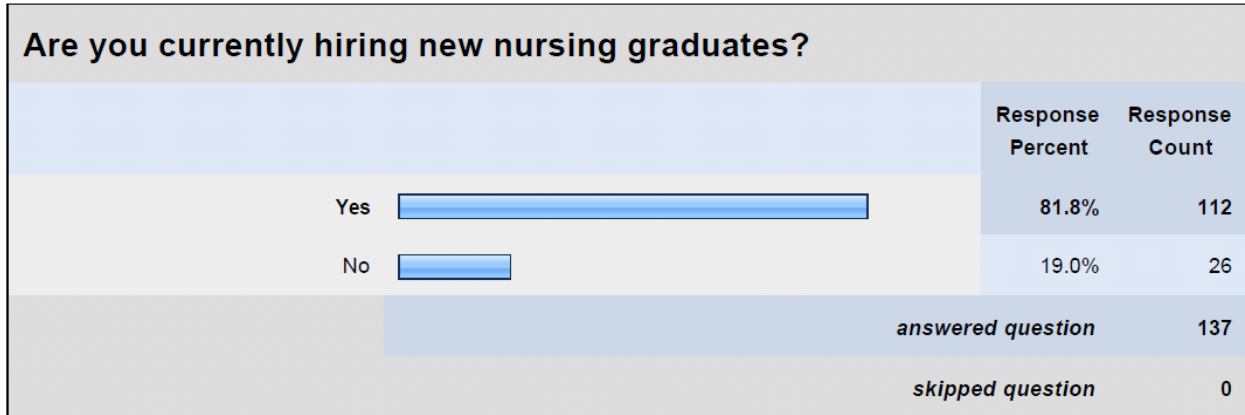


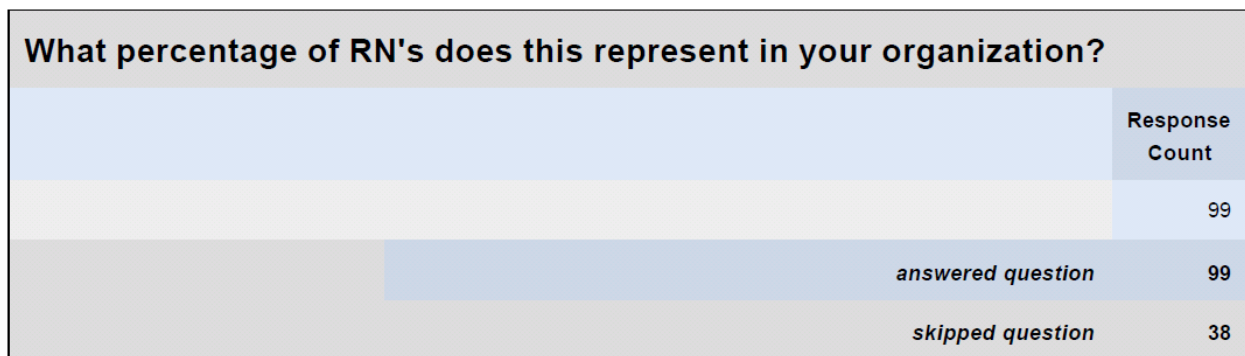


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Survey Results: New Nursing Grads

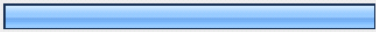
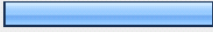


Responses ranged from none to 300. For those people who responded, with a number, the total number of new nursing graduates hired by all respondents is 2,965 or an average of 30 per facility.

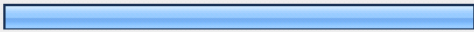
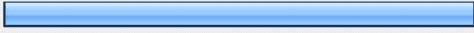


Responses ranged from none to 60%. The percentage of RN's this represents on average by those who responded, with a percentage amount, is 6.25% per facility.

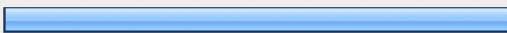

Do you hire them prior to them passing their NCLEX?

	Response Percent	Response Count
Yes 	64.7%	86
No 	36.1%	48
<i>answered question</i>		133
<i>skipped question</i>		4

If you are hiring new grads, are they internal or external hires?

	Response Percent	Response Count
Internal 	82.3%	102
External 	82.3%	102
<i>answered question</i>		124
<i>skipped question</i>		13

If you are not now hiring new graduates, do you anticipate doing so in the future?

	Response Percent	Response Count
Yes 	88.1%	37
No 	14.3%	6
Other (please specify)		22
<i>answered question</i>		42
<i>skipped question</i>		95

Various comments were received in response to this question:

“We review our case mix of employees on a regular basis.”

“Hire twice per year – July and February.”

“We offer our RN residency twice a year, March and August.”

“We will take internal or external but we decreased our amount this year. Next year will depend on the census, budgets, etc.”

“We will hire new graduates again as soon as we have openings.”

“In much small numbers than in the past.”

“We only consider new grad RNs if possessing a BSN.”

“We will hire again in June 2011.”

“Dependent upon unit mix of current GN...case-by-case basis.”

“Possibly later on, no openings at this time.”

“Hired new grads in July. May hire additional new grads in October.”

Are you willing to share any tips and tools that you currently utilize for nurse graduates seeking employment?

	Response Count
	78
<i>answered question</i>	78
<i>skipped question</i>	59

The following tips were shared for nurse graduates seeking employment:

- Look for employment at a LTC facility, doctor's office, OP Clinic or any health care system. By connecting yourself with an organization, you can prove your work ethic, customer service orientation and fit with the organization to be considered for a new graduate position in the future.
- Volunteer in a health care facility for the experience.
- Be willing to relocate if needed. Look for opportunities wherever you want to go, but also look for opportunities in smaller cities rather than larger cities if you have the flexibility.
- Be flexible with specialties you will consider.
- Be flexible with shifts you are willing to work.
- Consider part-time or supplemental employment until full-time employment becomes available.
- Start early in your final semester looking for a job. Do not wait until graduation or passing NCLEX.
- Take NCLEX as soon after graduation as possible.
- Secure certifications such as ACLS, PALS, NRP, etc. and plan senior practicum in desired area of employment.
- Remember you are always interviewing for your next job. Recruiters choose those students who shine the brightest during student clinical.
- Remember great students make great employees.
- Before graduating, consider work on a PRN or part-time basis as a CAN while going to nursing school for increased marketability after graduating.
- Complete online applications, then find out the name of the person the application is sent to, and make contact with that person.
- Use LinkedIn to research facilities and look for postings.
- Prepare a portfolio during nursing school to highlight achievements, awards, or outstanding recommendations from instructors.
- Complete the application accurately, interview positively, and be prepared to answer questions.
- Use spell check before submitting an online application.
- Be patient and professional throughout the entire interview process.
- Keep up your skills by taking classes and keeping certifications current.

- Assure you are using a professional sounding email address and voicemail message.
- Do not bypass HR and contact a hiring manager directly.
- Be prepared to answer the question, “What have you been doing since graduation?”
- Come to the interview dressed modestly and professionally.
- Display enthusiasm during the interview. Have a career plan and display a willingness to learn and grow, display common sense and an ability to be dependable.
- Remember, persistence pays off.

What recommendations or strategies would you put into place to support the new RN grad, if you had the opportunity?	
	Response Count
	80
<i>answered question</i>	80
<i>skipped question</i>	57

The following strategies for supporting new RN graduates were suggested:

- Have follow up meetings with them to find out what their strengths and weaknesses are and what other assistance they need.
- Create a nurse residency program designed to help new nurses transition into their role.
- Offer preceptors (mentors) to new graduates.
- Place the new graduate in a unit specifically designed for training new graduates (ie: med/surg unit with RN preceptors assigned to no more than one-two graduates to train during the length of the internship program).
- Have a Retention Coordinator that works with each group to ensure a smooth transition from student to first year nurse.
- Find a common thread between the preceptor and new graduate is important. Remember all new graduates have different learning styles.
- Have a “float pool” type designation to train graduates by putting them on one floor for orientation and then place them on a floor when a position opens.
- Have a Mentor program in addition to a Preceptor.
- Have new graduate support groups.
- Have externships for new graduates.
- Have a Rotating Preceptor Program with a colloquium for learning.
- Train the preceptors beforehand, outlining clear expectations for each role. Provide a great deal of feedback to both the preceptors and the new graduates. Have a clinical educator be their teacher, guide, friend and sounding board.

- Have paid or unpaid internships with additional learning modules to keep the graduates current.
- Use voluntary staff that has had training as mentors.
- Hold extended orientations (One year for LDRP and the OR, six months for Critical Care and the ER and three months for Med/Surg).
- Bring the new graduates into a New Grad Pool, give them experience in multiple units, but in a very structured approach and then let them gravitate toward their “match” as training ends.
- Have a yearlong support system with continuous communication and feedback and peer support.
- Hold individualized orientations.