

2023 ANNUAL REPORT

New Graduate Nurse Practice Readiness Program

Maricopa County, AZ

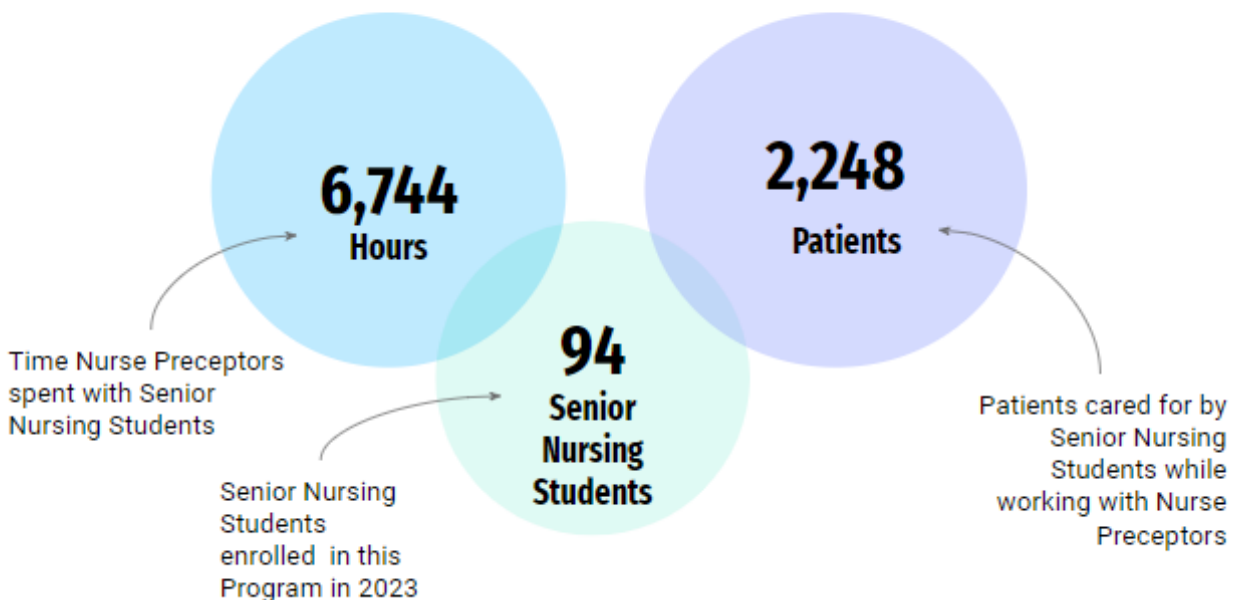


It is beneficial for employers to hire new graduate nurses who have had a robust and effective transition to practice program. Maricopa County graduates the largest number of new graduate nurses in Arizona each year.

Following a successful pilot in 2022, the Maricopa County New Graduate Nurse Practice Readiness Program (NPRP) received funding for expansion from July 2023 through December 2025. This program is significant as nurse preceptors play an integral role in fostering practice readiness and the growth of senior nursing students. They also play a crucial role in the development and retention of new graduate nurses. While there are other nursing grants in Arizona that focus on this transition, the Maricopa County funded program is unique in its exclusive focus on senior nursing students.

The NPRP has been disseminated to a wider audience nationally through a published article, podium presentations, and poster sessions. By sharing this program with a national audience, other nursing groups can be empowered to replicate some or all aspects of the program to tackle their own transition to practice challenges.

2023 Program Data (Summer & Fall Rotations)



Practice Partners

- Five out of six pilot practice partners have continued with the program:
 - **Banner Health:** expanded from 1 to 3 hospitals
 - **HonorHealth:** expanded from 1 to 5 hospitals
 - **Dignity Health:** remains at 1 hospital with possible interest from 2 other system hospitals
 - **Valleywise:** remains with the Medical Center
 - **MC Correctional Health Services:** remains with 4 sites
 - **Community Bridges:** collaborating with schools to continue in fiscal year 2025
- 2024 Planned Program Expansion
 - Abrazo Health System

Academic Partners

- All pilot partners have continued with the program:
 - **Arizona State University**
 - **Gateway Community College**
 - **University of Arizona**
- 2 new partners joined
 - **Arizona College**
 - **Grand Canyon University**
- 2024 Planned Program Expansion
 - **Chamberlain University**
 - **Creighton University**
 - **Maricopa County Community Colleges**
 - **Mesa CC,**
 - **Paradise Valley CC,**
 - **Scottsdale CC**

Preceptors

- **The Preceptor Training Program** is updated annually based on current research
 - Nurse Preceptors take the 4-hour online course initially and a refresher (1-hour) course annually.
- **Addressing the shortage of Nurse Preceptors**
 - Trained nurse preceptors are in high demand to orient new graduate nurse hires. This takes priority over senior nursing student rotations. This Grant supports training more preceptors for overall support to both new graduates and senior nursing students.
 - The NPRP offers an online enhanced nurse preceptor training program that has increased the pool of nurse preceptors.
 - Hospitals find it most challenging to assign nurse preceptors to students during the winter months, from January to March due to the influx of visitors and increased demand on hospital operations.
- **To maximize the number of trained nurse preceptors,** the NPRP team has concluded the following:
 - Recruitment of preceptors starts at the unit level and communication with the Unit Director is key.
 - Nurse Preceptors value synchronous group discussion to discuss case studies of common challenging situations.
 - Nurses who are given the option to opt into the training program vs. being assigned are more engaged.
- **Research Matters to Nurses**
 - The team was required to move the research approval from NAU to UofA. This impacted two cycles of preceptor research (Summer and Fall 2023) and prevented preceptor engagement in research in 2023. These groups proved to be our “control” group of nurses yielding important information.
 - We concluded that Nurses who are enrolled in a research protocol are more likely to complete the preceptor training modules and be more engaged in the process.
 - Research will begin again in 2024 and continue until the program end in 2025.

Outcomes of Nurse Preceptor/Senior Nursing Student Dyads

- **Projected vs Actual**
 - 2022 Pilot (FY 2023): Projected: 50, Actual 52
 - FY 2024 Program: Projected: 99, Actual 94
 - FY 2025 Projected: 520
- **Challenges for FY 2025**
 - Shortage of available Nurse Preceptors
 - Practice partners timely assignment of preceptors
 - Signed contracts for current and potential partners