ONBOARDING OF NEW RNS: CREATING A PASSION FOR REHABILITATION NURSING

Author:
Jessica A. Coudriet RN CRRN®

Background

• National RN vacancy rate of 8.1%
• HealthSouth Nittany Valley is located in rural central Pennsylvania
• Recruiting, hiring and retaining RNs poses challenges
• Candidate pool lacks rehabilitation experience
• Many candidates are new graduates
• Turnover rate for new graduate RN is 35-61% within first year compared to 8.4% RN turnover rate
• Studies show professional development impacts nursing retention

Objectives

• Develop a formal onboarding program
• Develop a passion for rehab nursing
• Increase RN retention

Methods

• Provided preceptor development course
• Implemented shadow experience for new hire candidates
• Developed individually tailored orientation schedule
• Created a buddy program
• Initiated regular meetings with new RN and preceptor
• Encouraged inclusion of new RN with interdisciplinary team
• Applied professional development plan to include:
  – Continuing education opportunities
  – CRRN® preparation and testing
  – CRRN® committee involvement

Findings

HealthSouth Nittany Valley RN Turnover Rate

- CRRN® Turnover Rate is 0.00% for all datasets.

Conclusion

• Increased understanding of individual learning needs of new RNs
• Clear correlation between implementation of onboarding program and RN turnover rate
• Increased RN retention after obtaining CRRN® credentials
• RNs are prepared to take CRRN® exam
• CRRN® credentialed nurses are actively involved in committee work
• CRRN® turnover rate is 0% for all datasets

References