



ONBOARDING OF NEW RNS: CREATING A PASSION FOR REHABILITATION NURSING

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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

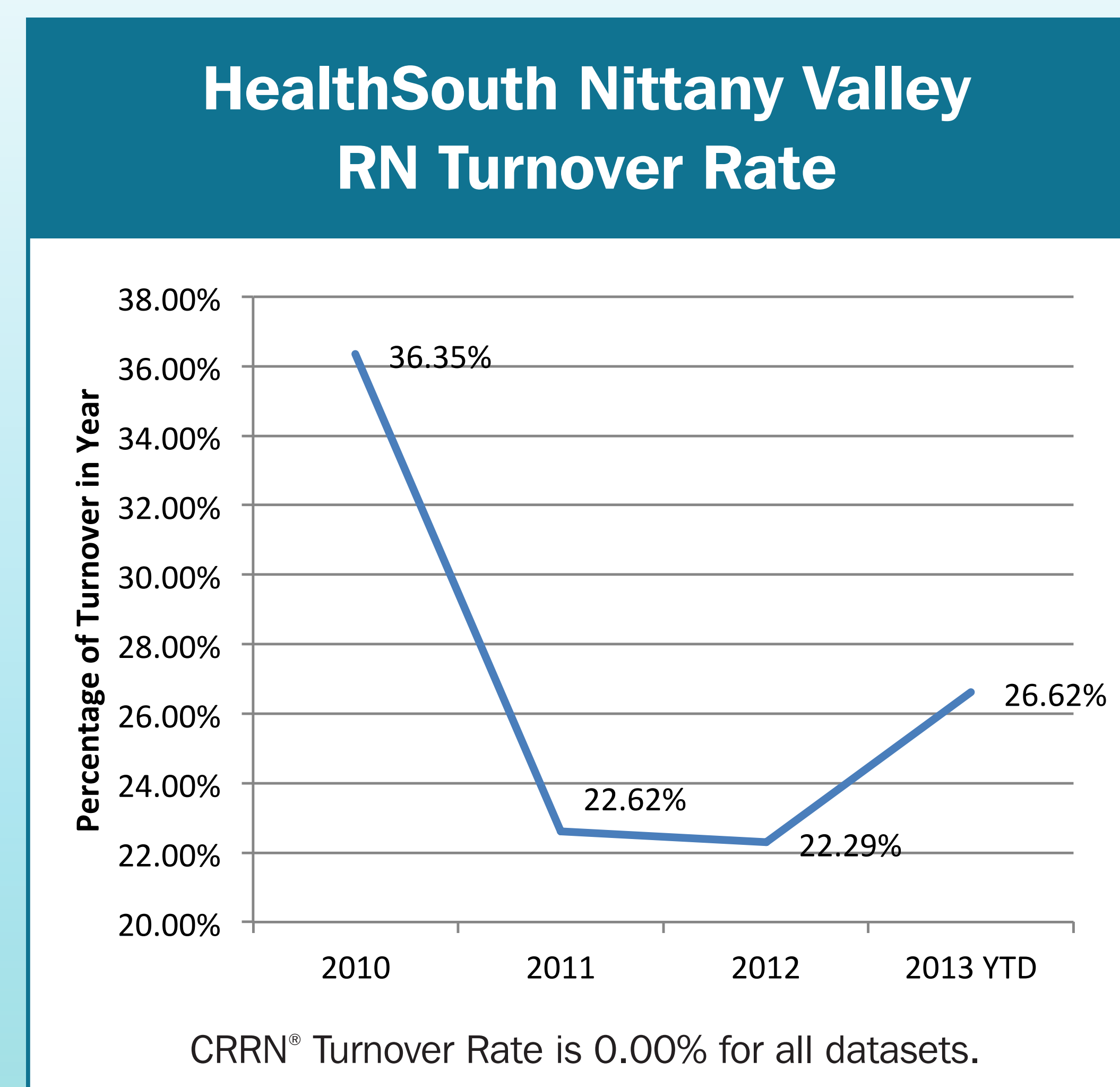
Objectives

- 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



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

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