

Supporting Successful Transitions to Clinical Practice for Graduate Nurses: Creating a Learning Community

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Background

- The readiness-for-practice gap for pre-licensure nurse graduates is well documented.
- In the summer of 2022, a committee of three practice partners and two nursing programs was established to identify skill deficits that could be addressed prior to graduation.
- Through this committee, a stated goal of the practice partners was to attract students to local healthcare facilities serving rural and underserved populations.

One of the outcomes of this committee was the development of a summer externship at one local facility.

Purpose

- To describe the evolution and outcomes of an innovative nurse externship course developed to address the issues identified by the practice partners.

Methodology

- Clinical affiliating agency agreements were updated to allow for payment of students.
- Partner site selected 14 students from Binghamton University and other select nursing schools.
- Students were paired with experienced nurse preceptors for 10-weeks (36.5hrs) on select units.
- Students were compensated with salary and tuition reimbursement to enroll in course.
- The academic course was facilitated and led by 2 experienced nurse faculty.

The Course

Clinical Placements for Students:

- A minimum total of 324 hours were completed by the nurse externship group during the 10-week summer program.

Clinical Units

ICU / CVICU	NICU	OR
Mental Health	Cardiac Step Down	Respiratory
Transitional Care	Med Surg	Pediatrics

Assignments

- **Clinical Log of Experiences**
- **Written Reflections & Seminar**
 - Holistic Approaches to Patient Care
 - Communication & Miscommunication
 - Clinical Judgment
 - Social Determinants of Health
 - Interprofessional Care
 - Legal/Ethical Dilemmas
 - Stress & Self-Care
 - Resume & Job Searches



Results

- All received offers to continue as nurse assistants.
- 7/13 participants accepted nurse assistant positions following the externship.
- 100% rated the experience as very positive

We will be following the cohort of students through their senior year to look at confidence in clinical practice and employment at graduation.

Limitations

- Only one of the three clinical practice sites implemented the externship program.
- Student enrollment was limited by the site to one per unit.
- Students were required to meet the clinical affiliation requirements.
- Students had to register and pre-pay for tuition to participate in the externship.

Acknowledgments



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