

Increasing New Graduate Retention Rates in the Intensive Care Unit Setting

Denise Arzoomanian DNP,RN,CEN; Debra Golaszewski MSN, RN,CCRN, NPD-BC; Dorothy Meehan MSN, RN,CCRN

Background

In the Fall of 2022, through first quarter 2023, five New Graduate Nurses (NGNs) were hired for the ICU. It quickly became apparent that the NGNs were struggling and our Preceptors were finding that the NGN lacked a basic nursing skill set one would often gain working on a medical/surgical unit. The experienced nurses found it challenging to teach both basic nursing skills and critical care concepts. This frustration was slowly leading to the burnout of the Preceptor. The ICU leadership knew something had to change. A team was formed to develop a more effective orientation process for the NGN.

Purpose

The purpose of this project was twofold: 1.To retain NGN in the ICU setting; 2.To increase the satisfaction of the Nursing Preceptors. As this program had a rapid initiation there was insufficient time to survey the Preceptors formally prior to the implementation.

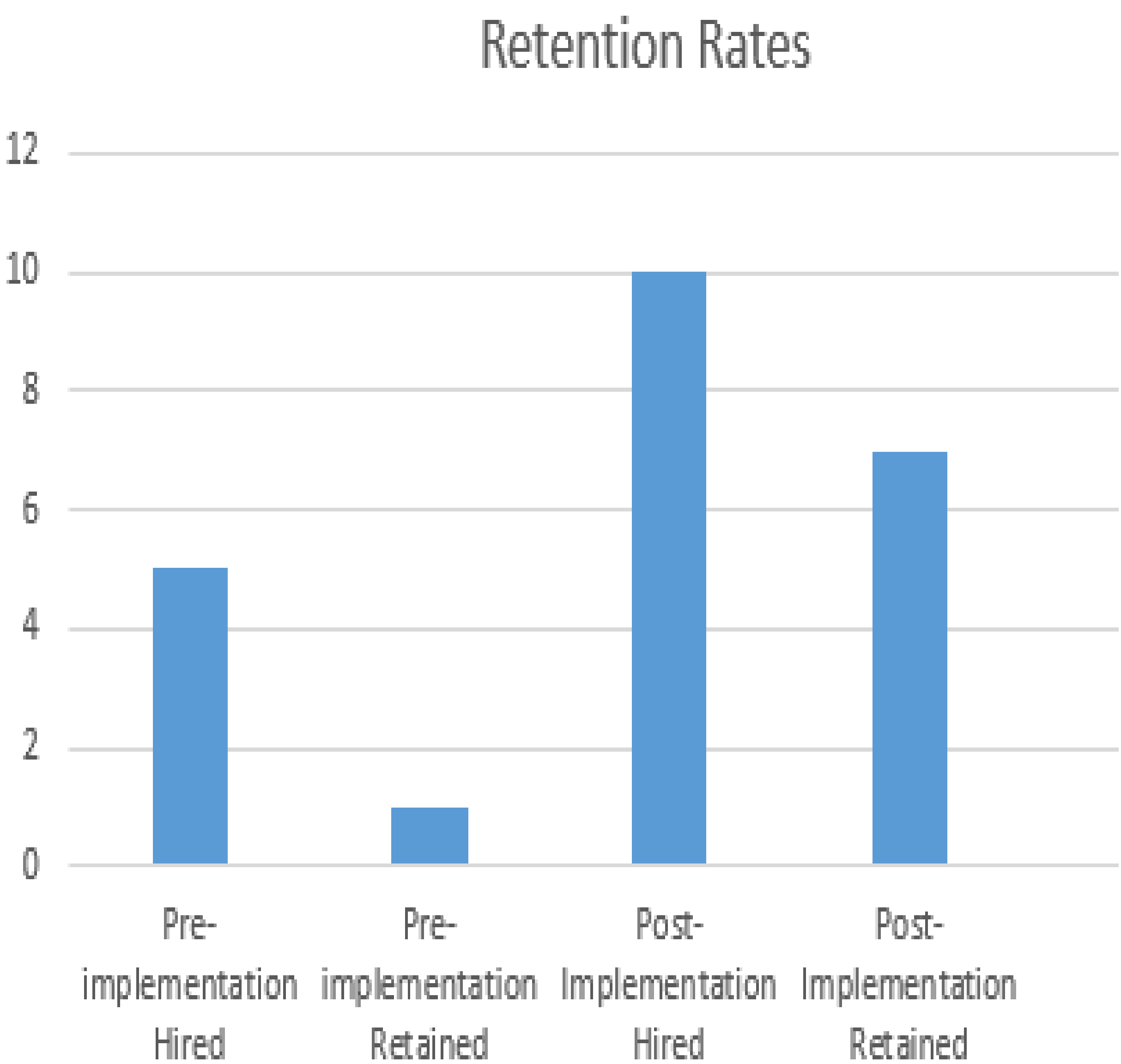
References



Findings/Results

Pre-implementation: Five NGNs started in the ICU from September 2022 through March 2023; one NGN remains for a retention rate of 20%.

Post-implementation: Ten NGNs were hired as of June 2023 through May 2025; seven NGNs remain for a retention rate of 70%.



Method

A team was developed to determine the best way to provide orientation for a NGN in the ICU setting. The steps initiated were:

1. Initial training on a cardiac medical unit for four-six weeks.
2. The NGN starts with one to one instruction with an educator for their first seven shifts in the ICU.
3. At the start of boot camp, the NGN works on their on-line critical care modules.
4. After the completion of “boot camp” the NGN transitions to an ICU nurse preceptor for the remainder of their six month orientation for eight hours of their 12 hour shift. The remaining four hours are dedicated to on-line modules.

Conclusion

The use of the “boot camp” upon transition to the ICU provided additional knowledge and skills required to safely work in an ICU setting. The combination of both the “boot camp” and time on the medical-surgical unit resulted in an increase retention of the NGN. An additional study would be to survey the Preceptor’s satisfaction prior to and post the implementation of a structured orientation plan for the NGN.