An Innovative Program to Precept Newly Licensed Nurses

Suzelle Saint-Eloi, MS, RN & Jennifer Capone, MS, RN

**Problem Statement**
- The demand to orient and support NLNs is exceeding the availability of qualified preceptors.
- This contributes to staff burnout, impacts morale, and may lead to increased turnover of NLNs.
- In addition, patient outcomes as well as patient and staff satisfaction may be negatively impacted.

**Background**
- Effective preceptorships are essential in facilitating first year transition of newly licensed nurses (NLNs) to practice and are shown to increase retention rates (Watkins & Mareno, 2016).
- The Innovative NLN Preceptor Program (INPP) is an innovative strategy designed to support preceptors and NLNs during the initial clinical orientation period.

**Setting**
- A 171-bed Magnet® designated community teaching hospital in the Northeast U.S.

**Purpose**
- The purpose of the INPP is to promote a safe and healthy work environment for NLNs as well as the preceptors.

**Reference**

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### Process

- **INPP**
  - The Innovative NLN Preceptor Program (INPP) was initiated on a 36-bed medical unit

- **INP**
  - Four NLNs were paired with one preceptor, the Innovative NLN Preceptor (INP) to learn about nursing practice standards in their first four weeks of orientation

- **Clinical Progression**
  - NLNs transition from caring for one patient at the start of the INPP to two patients in a four-week timeline

- **Transition**
  - At week five, NLNs transition to a new 1:1 preceptor and an increasing patient assignment

### Results

- The first INPP was implemented fall of 2022 and received extremely positive feedback from everyone involved in the program, especially the NLNs.
- One NLN stated, “In a period of my career where I expected to feel stressed and overwhelmed, the INP helped me feel comfortable and confident and for that I will always be grateful.”
- Evaluation will be key to the success and evolution of the program and will include both process and outcome measures such as NLN turnover and satisfaction data.

### Implications

- The role of the INP is invaluable, serving as an internal consultant, an educator, and resource for NLNs and all clinical nurses.
- The development of INPs can increase the availability of skilled preceptors, supports their professional development, and contributes to the retention rate of NLNs.

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### INPP Timeline

<table>
<thead>
<tr>
<th>Week 1</th>
<th>Monday - Wednesday</th>
<th>Hospital Orientation (1 Day), Nursing Orientation (2 Day), Epic Training (1/2 Day) &amp; De-Escalation (1/2 Day)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Week 2</td>
<td>Monday &amp; Tuesday</td>
<td>Intro to unit, tour, Omnicell and telemetry, emergency equipment, infection control practices, specimen handling, patient safety, roles, staff communications, policy review, NSI</td>
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<tr>
<td></td>
<td>Wednesday &amp; Thursday</td>
<td>Meet with Nurse Director, NPDM, Clinical Leader</td>
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<tr>
<td></td>
<td>Friday</td>
<td>Does not include medication administration</td>
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<tr>
<td>Week 3</td>
<td>Monday &amp; Tuesday</td>
<td>Each NLN to take 1 patient assignment</td>
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<tr>
<td></td>
<td>Wednesday</td>
<td>Each NLN to take 2 patient assignment</td>
</tr>
<tr>
<td></td>
<td>Thursday &amp; Friday</td>
<td>Each NLN to take 2 patient assignment</td>
</tr>
<tr>
<td>Week 4</td>
<td>Monday - Friday</td>
<td>Each NLN has 2 patient assignment and is responsible for the complete planning, implementing, and evaluating plan of care for their assigned patients</td>
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<tr>
<td>Week 5</td>
<td>Transition to 1:1 Preceptor</td>
<td>Preceptor will receive formal handoff to review status of 4 week Innovative NLN Preceptor Competency checklist with defined plan to address additional learning needs</td>
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<tr>
<td></td>
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<td>NLN up to a 2 patient assignment</td>
</tr>
</tbody>
</table>

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**Contact Information**
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**Center:** INP Kim Danna, BSN, RN with a NLN Cohort

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