Abstract

The United States has been presented with an upcoming nursing shortage which affects the in-center hemodialysis (ICHD) setting. To provide quality care to patients, dialysis organizations must innovate to retain nurses to this field. Nurse residency programs (NRPs) for newly graduated nurses have proven to improve nurse retention. The purpose of this project was to answer the question: Do new graduate nurses in the ICHD setting who complete one year NRPs experience longer retention in their roles at three, six, 12, and 24 months of employment than new graduate nurses who do not participate in NRPs? In addition to measuring retention, two additional objectives were measured including participants will score the effectiveness of each monthly training as greater than a three average on a Likert scale of one to five following each month's training and 90 percent of the participants will the answer yes to the question "I intend to remain employed in this organization for at least 12 months" following each month's training. A NRP pilot program including nurses with less than 18 months of nursing experience was implemented based on evidence-based practice and input from stakeholders. After three months of implementation, both of the secondary objectives were being met which indicate the answer to the clinical question may likely be improved RN retention is experienced.   As such, the pilot will continue through completion and will be expanded beyond pilot following the achievement of desired results.

Keywords: nurse retention, nurse residency programs, hemodialysis nursing