Getting Through the First Year

Stakeholders

• Newly Licensed RNs
• 2nd Degree RNs
• Millennials/Generation X
• Current Staff
• Organizations
• Patients

The Dollars

• Turnover Cost
• Orientation Cost
• Time
• Workforce Stability

The Sense

• Safe and Effective Practice
• Nursing Shortage
• Inadequate workforce for cancer care
• Job Satisfaction
• Stress and Burnout
An Oncology Nurse Residency Program

- Our Story...

Goal #1: Transition to Practice
Goal #2: Develop Professional Oncology Nurses
Goal #3: Retain Nurses

New Graduate Nurse Competencies

- Communication
- Organization, Time Management, & Prioritization
- Critical Thinking
- Stress Management

Communication

- Authentic Dialogue
- SBARQ (hand-off)
- Role Modeling
Organization, Time Management, & Prioritization

- Preceptors and unit-based orientation
  - Preceptor training
  - Preceptor tools

Critical Thinking

- Simulations
- Interprofessional Collaboration

Stress Management

- Reflection Journaling
- Mindful Meditation
- Networking
- Legacy Project
- Arts in Medicine Project
Curriculum

Assess Learner’s Needs
• Casey-Fink™ Graduate Nurse Experience Survey

Evaluate and Improve

Based on OCN® Test blueprint, ANCC Accreditation Standards

Materials

• Nurse Resident Calendar
• Evidence Based Practice Activity: CROC™ Hunt
• Chemotherapy Simulation Toolkit
  – https://moffitt.org/for-healthcare-providers/for-nurses/
• Preceptor Toolkit
• Orientation Program Plan

Tools to Measure

• Casey-Fink™ Survey Results
• Course Evaluations
• Role advancements
• Retention Rates
• OCN® certifications
• Oncology Nurse Residency Program end-of-year evaluation
Lessons Learned

Successes
- Retention Rates
- Evaluations
- Changes to Practice

Challenges
- Hiring windows
- Nurses on night shift
- Homegrown- have not been able to benchmark

Next Steps:
- Interprofessional Collaboration
- Strengthen alliance with Academic Partners
- Seeking Accreditation

Sustainability
- Retention
- Managerial Support
- Growth
- Job Satisfaction
- Future Investment
Benefits of a Mentor

- Knowledge
- Contacts
- Best Practice
- Insight
- Perspective and Vision
- Sense of Belonging
- Honest Feedback

- Wisdom from Past Experiences
- Skill Improvement
- Recognition of Talent
- Safe Environment to discuss feelings
- Protégé can learn to be a good mentor

A Mentor Program Example

- Great intentions!
- Full Day Program
- Mentor Bonus
- EPIC Fail

Revised Mentor Program

- Policy Development

- Mentor and protégé are selected with the approval of the manager

- 4 Hour “Mentor Class”
Mentor Program Requirements

- Meet at least monthly.
- Complete “Mentoring Session Worksheet”
- Program (12 months)
- A BONUS to share for professional development

Future Investment

- Our Time
- Our Talents
- Our Energy
- The Future

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