Outcomes of Participation in a Nurse Externship Program
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Background
- Nurse externship programs were initially developed by healthcare institutions as a recruitment tool for new nurses. (Varma, 2013,nursing students and nurses, 2006)
- Literature has demonstrated the positive outcomes of the program on the participants, but during times of economic difficulties, health care institutions discontinue the program.
- There are studies that have demonstrated the effectiveness of the program in recruitment and 2-year retention of the newly graduate nurses. (Cantrell, Brown, 2006; Lott et al., 2011)
- There is a need to demonstrate the long-term return on investment of this program. (Carroll & Brown, 2006; Lott, et al., 2011)

Research Questions
1. What is the relationship between student nurse externship experience and extension of the new graduate, unit-based orientation?
2. What is the relationship between student nurse externship experience and working full time over the first 5 years of RN employment?
3. What is the relationship between student nurse externship experience and adherence to select quality care indicators?

Background Findings

Outcomes of Participation in a Nurse Externship Program

Study Sample
- Study Design: Non-experimental, retrospective descriptive design
- Study Sample: Nonrandomized, all new graduates 40 with an externship from January 2003 to December 2008
- Study Setting: Multihospital system in the East San Gabriel Valley of Los Angeles County

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Findings

Aim 1: A negative relationship was found between 20 newly graduate nurses with externship experience and 103 newly graduate nurses without externship experience and extension of unit-based orientation, $X^2 (1) = 4.8, p < .05$.

Aim 2: No relationship was found between the 20 newly graduate nurses with externship experience and 70 newly graduate nurses without externship experience and adherence to select quality indicators, $X^2 (1) = 6.2, p > .05$.

Aim 3: Unexpected and yet significant findings include: average number of hours of unit-based orientation is 100 hours and the importance of converting impact data into measurable outcomes.

References