Do New Graduate Nurse Practitioners Support a Post-Graduate Residency for Transition to Practice?

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ABSTRACT

Purpose:
The purpose of this DNP project was to describe the Nurse Practitioners (NP) perceptions of the Nurse Practitioner Residency (NPR) Programs effectiveness and impact on their transition to practice.

Methods:
This was a pilot study that utilized a quantitative descriptive survey, with a nonprobability purposeful sample of Nurse Practitioner post-residency graduates from Community Health Clinics Inc. A Qualtrics survey was sent to fifty-six possible survey participants via email. Fifty-four emails were successfully delivered to the sample subjects. Nineteen completed the Qualtrics survey, with ten partially completing the survey. Twelve surveys were deemed valid. The participants answered a total of 145 questions on their perceived preparation for practice and the importance of that preparation in five different clinical areas: the specialty area of practice, specific disorders seen in practice, procedural skills, clinical skills preparation, and other elements of NP Residency training.

Results:
• The survey instrument for the pilot study was determined to be reliable and valid.
• The data showed that there was no relationship between the perceived preparation for practice and the importance of that preparation.

Limitations:
• The sample was from a single residency program.
• Participants have been survived throughout residency and may be exhibiting survey fatigue.
• This study did not compare post-graduate NP’s who did not attend the additional year of residency to those who did. This study does not support the literature review.

CONCLUSIONS
The DNP project determined that NP Residences do not perceive a relationship between preparation for practice and the importance of that training post residency in the five areas surveyed.

BACKGROUND
• New graduate NP’s describe themselves as “ill-prepared for the expectations of their new role and lack of support to assume responsibilities in the high-acuity setting of primary-care” (Sargent & Olmedo, 2013. p. 604).
• The Employer describes the new NP as lacking in the confidence, competence and mastery of the provider role to adequately fulfill the expectations of the primary care provider in a Federally Qualified Health Center (FQHC) (Flinter, 2005).

OBJECTIVES
From the perspective of the Nurse Practitioner who completed a NP Residency Program:
• Objective 1: What were their perceptions of the residency program?
• Objective 2: Determining the effectiveness of the program.
• Objective 3: What impact the program provided towards the transition into primary care practice.

METHODS
Pilot study that utilized a quantitative descriptive survey, with a nonprobability purposeful sample of Nurse Practitioner post-residency graduates from one Community Health Clinic.

RESULTS
Quantitative Results:
• Result 1: The Pearson Correlation (2-tailed) and the Nonparametric Correlations using the Spearman’s rho measured perceived preparation for practice and the importance of that preparation

\( r = 0.245 \)

(n = 12, \( r = 0.245 \))

Showed that there was no relationship between the perceived preparation for practice and the importance of that preparation.

• Result 2: The Nonparametric Correlations measuring skill preparation and the importance of the skills the Kendall’s tau b (Tau-b = 0.453; 0.238) and Spearman’s rho (\( r = 0.393 \); 0.383)

Show a possible low relationship but data still supports non-relationship.

• Result 3: The survey reliability showed a reliable and valid survey instrument for this pilot study.

Cronbach’s Alpha of (N = 81, 0.990)
ANOV A with Friedman’s Test with a mean of
Kendall Coefficient of (W = 0.362)

Qualitative Results:
Qualitative results support the perceived importance of NP Residency and that clinical residency knowledge transitioned into patient care in the complex primary care setting.

“Practitioners describe themselves as excellent, ethical, safe providers with confidence that helps them continue to grow professionally.”

“\text{The program solidified my basic knowledge, made me a safe provider and supported me through the most difficult first year of transition.}”