

## BACKGROUND

### Challenges of the Nursing Workforce

Nurse Turnover:

- Impact to patient safety and quality
- Turnover within the first year of nursing
- Financial strain

### Solutions in the Literature

Nurse Recruitment and Retention:

- Creation of a Dedicated Education Unit (DEU)
- Multiple benefits of the DEU

## PURPOSE

The purpose of this Doctor of Nursing Practice (DNP) project was to perform and evaluate a comprehensive review to determine the effect of a DEU on nurse retention and turnover within an academic-practice partnership.

## METHODS

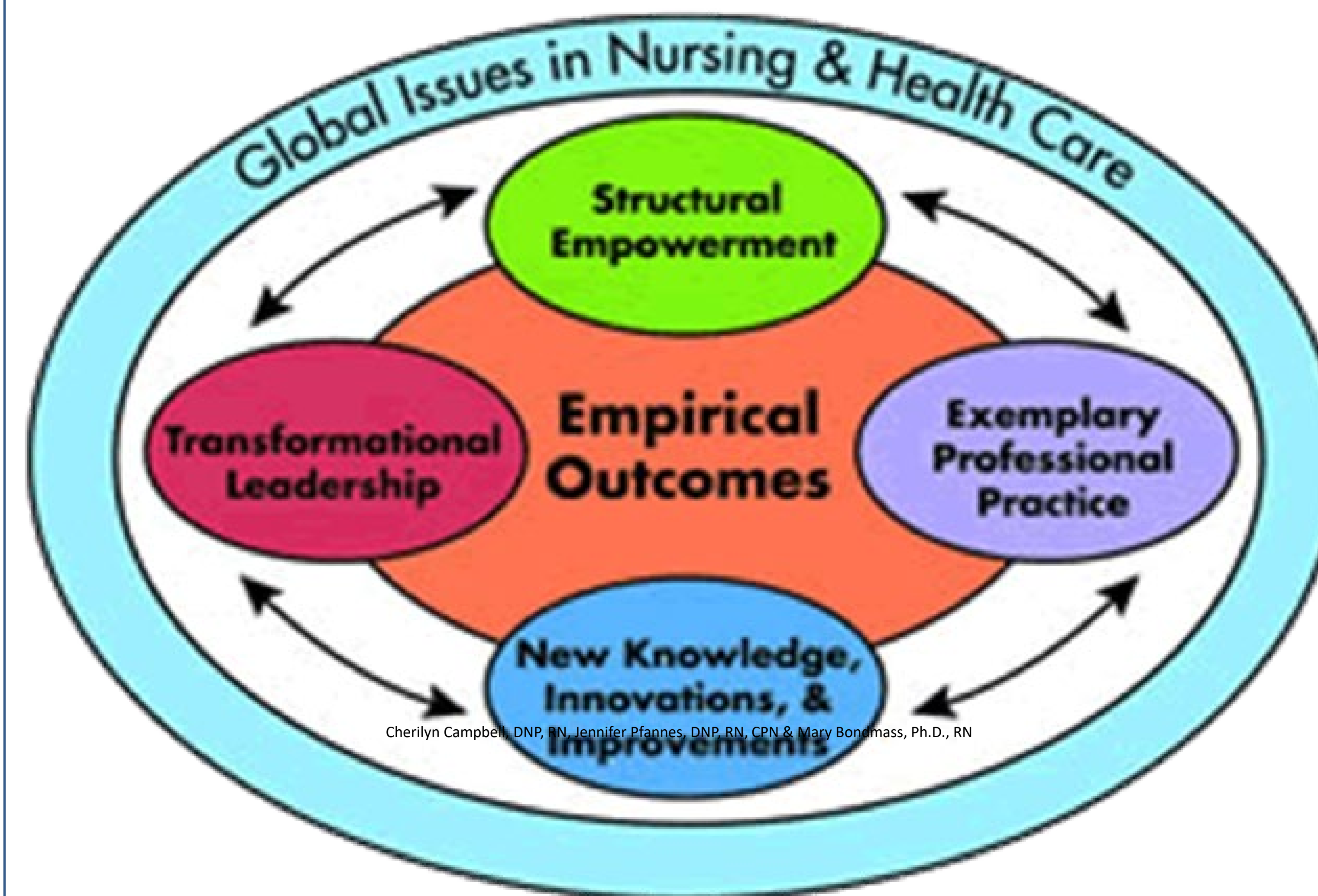
### Academic Medical Center (AMC)

- 564-bed acute care level 1 burn & trauma ctr
- Teaching hospital with multiple academic partnerships

### School of Nursing (SON)

- Four levels of nursing clinical
- All students complete level one at the AMC
- DEU established in 2018 for levels 2 and 3

### Conceptual Framework: The Magnet® Concept



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## BACKGROUND

### Population Sample and Study Sample

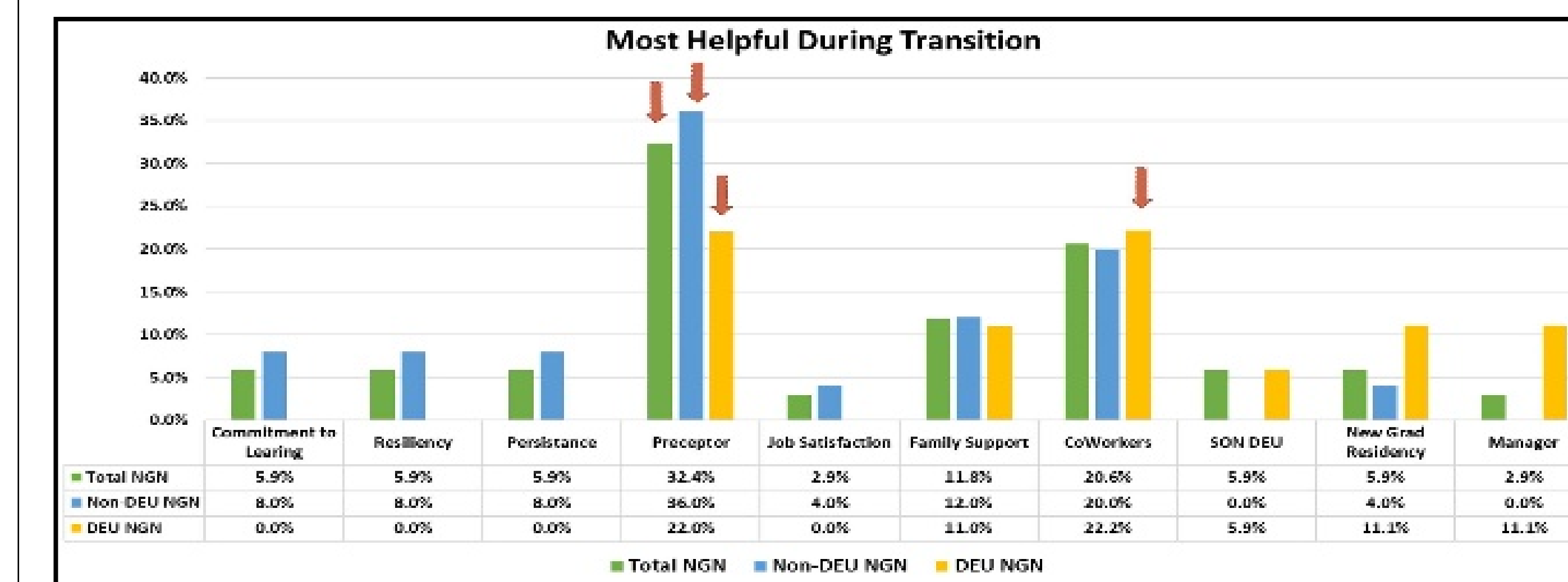
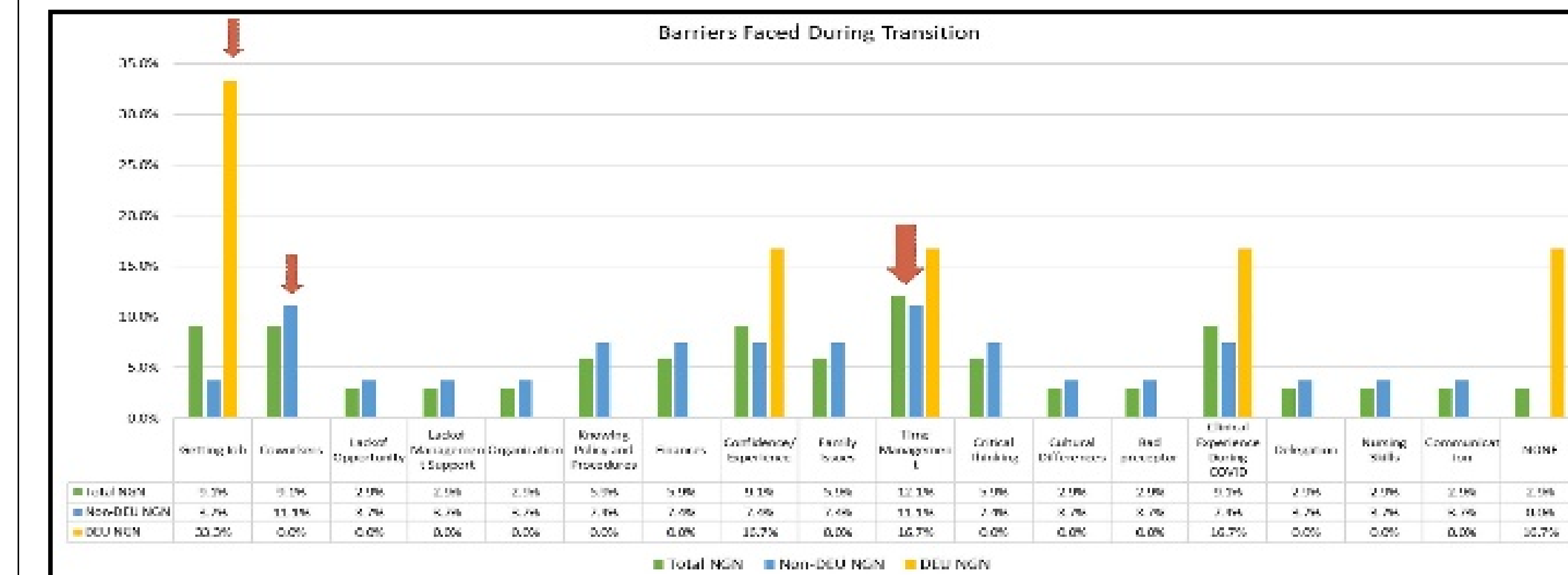
- Population: All new graduate nurses
- Study: SON student cohorts in the DEU since 2018
- Study: Hired into the AMC as new graduate nurses (NGN)

### Measurements and Instruments

- Cross reference SON DEU student list and AMC new graduate nurse hires
- Demographic data collection
- Survey

## RESULTS

N = 22 (DEU = 6 Non-DEU = 16)



### DEU vs. Non-DEU NGN Retention and Turnover

- No significant difference in retention and turnover rates
- Notable difference in job embeddedness

### DEU vs. Non-DEU Transition

- Job Embeddedness increased in DEU nurses
- Barriers to Transition decreased in DEU nurses

## CONCLUSIONS

- Cost Savings of DEU NGN
- Continued Collaboration AMC & SON
- Positive Orientation Process
- Collaborative Relationships- DEU and AMC
- Job embeddedness/ job satisfaction > DEU NGN
- Need for Ongoing Research
- Limitations: Sample size & COVID-19

