Perceptions and Expectations of Nursing Practice: From New Graduate Transition to Interprofessional Collaboration

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Knowledge Translation for a New Generation: Continuing Education Expectations of Nurses from Graduation to Mid-Late Career

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Presentation Overview

- Origin & Background of Millennial Research
- New Graduate Longitudinal Research
- CFNU Career Expectations Study
- Innovative KT Strategies
- Interprofessional Socialization
- Professional Development Across Career Stages

"What I have done, what I am doing and what I will do…is part of the whole that I am"

(Polkinghorne, 1988, p.131)

My Program of Research

Background

Nursing Shortage

Shortfall of 60, 000 Nurses by 2022 (CNA, 2009)

Recruitment & Retention

Growing Attrition Rates; Burnout; Transition Shock

Millennial Generation (Born 1980-2000)

Emerging Professionals

Distinct Socialization & Expectations

Career Choice

Individual; Developmental; Social; Cultural Influences

Link to Professional Socialization & Career Satisfaction

PhD Research Questions

1. How do participants explain, account for, and make sense of their choice of nursing as a career?

2. How do participants describe personal, social, and organizational influences within their career choice narratives?

3. How do these narratives reflect an understanding, or create images of, nursing as a career/profession?

Findings: A Tale of Two Stories

Emplotting Career Choice Around Virtues

Career Choice as Social Positioning

Findings

Emplotting Career Choice Around Virtues

- Making a Difference
- Locating Inspiration; Role Models
- Imaging Nursing as Ideal Career: Calling

Career Choice as Social Positioning

- Making a Living; Having a Life
- Uncertainty of Choice; Nursing as Second Best
- Keeping Options Open
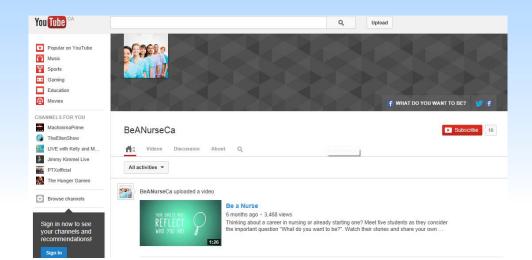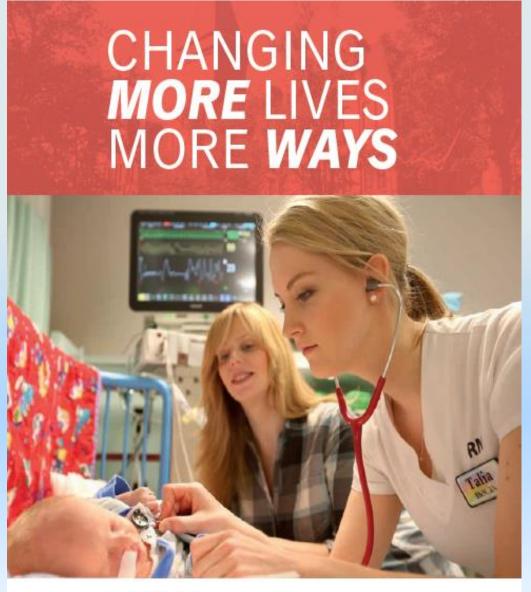
Making Research Matter

Rebranding Nursing: Reality Based

CHANGING **MORE** LIVES MORE **WAYS**

DALHOUSIE UNIVERSITY
FACULTY OF HEALTH PROFESSIONS
School of Nursing

Longitudinal Research:
New Graduates

To understand the evolving career narratives of Millennial nurses in the context of formal professional socialization.

Longitudinal Themes

"Good" Nurse/ Good Nursing

- Patient Focused

New Graduate Transition

- Thriving In Chaos & Supportive Work Environments

Finding The Right 'Fit' & Future Planning

- Role & Setting; Continuing Ed. &Career Opportunities

Team Orientation

- Collaborative Practice

Power of Positive Role Models

What Millenials Say: Practicing Nurses

There are people who are very brilliant that work there that I admire how much they know, I admire their brilliance, their knowledge, and their confidence to speak up if they're in a situation   *Allison*

I just felt like part of the team… they take me seriously. I am an RN to them….I'm this patient's nurse and… It wasn't just like the doctor calls the shots. It was like I want your input too...   *Lauren*

They're so good. I ask a million questions a day, the same questions over and over again, and they're amazing at answering them for me. So that's really helpful.   *Kate*

Summary: Evolution of Stories

Students Narrated Need for:

- Reality Based Knowledge
- New Models of Transition Experience
- Perceptions Validated & Challenged
- Access to Mentors
- Empowered to Create Future Success

Innovation

- Technology & Experiential Learning
  - Access to Inspirations (Stories & Role Models)
  - Recruitment Campaign (www.beanurse.ca)
  - Mentor-Matching-Career Development
  - Early Engagement through Simulation & Co-Op
  - Exposure to Diverse Roles

Socialization Support

- New Graduate Support Network
  - IWK Experience (You Tube IWK New Grad Video)
  - Nursing Strategy Funded New Graduate Support
  - Facebook Group- Peer Support
  - Professional Development Planning

Career Stage Needs

Students, Early and Mid-Late Career Nurses

- Ongoing Professional Development (All Stages)
- Recruitment- Specialty Areas & Leadership Roles
- Effective Management Relations
- Mentor Matching
- Succession Planning

Common Career Stage Themes

- Patient Care Central to Job Satisfaction
- Job Scheduling Flexibility
- Focus on Work-Life Balance
- Improved Nurse-Manager Relations
- Ongoing Professional Development
  - Career Counseling
  - Leadership Development
  - Specialty Training
  - Conferences

Significance

- Enhanced Career Choice & Recruitment
- Enhanced Formal Socialization
- Improved Transition Support
- Enhanced Team Work
- Enhanced Satisfaction & Retention
- Improved Patient Care

Next Steps

- Specialty Recruitment Videos
- Mid-Late Career Nurses Prof. Development
- Mentoring Models
  - 80:20 Models
- Early Interprofessional Education
- Social Media Initiatives; Web Innovation
  - Recruitment
  - Continuing Education
- Ongoing Career Mapping & Counseling

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Thank You

Questions ?

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Theoretical Framework

Interpretivism & Hermeneutics (Heidegger; Gadamer)

- Explore human experience & meaning of experience
- Meanings created through interpretation

Narrative Theory (Ricoeur; Polkinghorne)

- Focus on stories & storytelling
- Draws actions & events into unified, meaningful whole
- Temporal & Contextual Understanding

Methods

Sample & Inclusion Criteria (Polkinghorne)
- 6 Millennial participants from initial study (n=12)

Data Collection
- 3 Individual Interviews (Graduation, 3 months & 1 year post)
- Participant Journals
- Investigator Field Notes

Data Analysis
- Narrative Emplotment (Beiter, 2007)

Participants

12 Women – ages range from 22-33

- 6 new Graduate Nurses (Longitudinal)
- Completed the Dalhousie BScN program in May 2013
- 3 partial or completed post secondary education
- 5 born in Canada
- All 6 completed high school in Canada
- All 6 had employment experience (PT or FT)

Data Analysis

Narrative Emplotment (Beiter, 2007)

- Sensing as a whole
- Develop initial themes, plots and sub-plots
- Core Story Formation; Visual Mapping
- Refine narrative structure
  - Journals and 2nd interviews
- Examination between narratives
- Integration & Synthesis

Narrative Methodology

- ## Narrative Configuration (Polkinghorne, 1997)
  - Plotlines
  - Language
  - Settings
  - Characters
  - Time

Themes

Locating Inspiration: Professional & Peers

- Knowledgeable & Caring
- Supportive & Empathetic
- Passion for the Profession: Shared Enthusiasm

"I want to work with people who would like to give a lot of themselves to their work, and like be their best. Because I find that that's an inspiration to be around."

Allison

"When I'm around other nursing students, [nursing] is almost all we talk about….how excited we are and all the fun experiences we had".   *Ava*

Themes

Preparing for Reality Shock

- Seeking Supports (Formal & Informal)
- Accepting Transition
- Expecting Challenge (Scary)

"Like the statistics for graduate nurses leaving the profession within the first year is staggering. And I'm like,' I don't want to become a statistic.'"

Lauren

I'm really excited to learn more things….I've had that transition from being scared by how much I don't know to being excited by how much I might be able to know in the future.

Ava

Themes

Seeking Challenge, Change & Growth

- Many Careers in One
- Advanced education(MN & NP)
- Recognizing Opportunities beyond Nursing

"Just knowing that there are opportunities to move around and to move beyond staff nursing is really helpful too. I think that kind of confirms to me that I won't have to be stagnant in this profession".

Kate

I never want to feel too comfortable where I am…Because everything is always changing. I want to always have new things that I see and be like, "Oh, I've never seen this before."

Ava

Themes

Constructing the "Good Nurse"

- Providing Holistic, Compassionate Care
- Centricity of the Patient
- Emphasis on Knowledge and Skill

"There's many dressings I do, and there's many IVs I start but…I don't remember any of them. But I do remember those like human interactions that I have with people. So I think the most important is the emotional presence I have with another person."   *Allison*

"Can you ever be a good nurse when you have a patient load that's too high for you to actually have a conversation with your patients because you're running from room to room?"

Kate

Themes

Crafting a Preferred Future

- Work-life balance
- Manageable Workload
- Supportive Work Environment

"I really think that balance is so important. And I think it's a hard thing to do in nursing because you're doing shift work. So you are tired a lot. And I think it's a sometimes thankless profession. And like people struggle, especially in the early years."

Kate

"Because I want to be the kind of nurse that I can provide everything I want to for a person, like holistic care.

Lauren

Thriving in Transitition & Chaos

- Understanding
- Information Support
- Emotional Support
- Mentorship

"..That's why I think that I have been so lucky to feel so supported. It's still there. And I think sometimes I almost forget that we are new grads. "

Sara

"...And they're so good. I ask a million questions a day, the same questions over and over again, and they're amazing at answering them for me. So that's really helpful. The fact that… I don't know if this is like the right thing to say but the fact that it's not a life or death kind of thing"   *Kate*

Team Orientation

- Respect
- Collaboration
- Team Culture

" I just felt like part of the team… they take me seriously. I am an RN to them, and an RN is something that is of importance. I'm not just a nurse, I'm this patient's nurse and… It wasn't just like the doctor calls the shots. It was like I want your input too... And it was really nice"

Lauren

"They're physicians so their role is different than my role. But they're people that are on the same page as you and they're working towards the same things . So we kind of rely on each other. It really is a team as opposed to a tiered kind of system. Equals working together"

Kate

Continued Inspiration

Professional & Peers

- Role Models
- Inspired by Passion & Intelligence

"I think there's people who are very brilliant that work there that I admire how much they know, I admire like their brilliance, their like knowledge, and their confidence to speak up if they're in a situation"

Allison

"Her passion leaks. You can't help but absorb it. Like she's so passionate. Like she's one I can just imagine this is the type of nurse I want at my bedside if I'm sick .You know, she gets not overly involved but you know, the compassion and the empathy just leaks from her. It's almost like it's leaking from her pores Importance of passion" Verna

Early Career Key Themes

Patient Proximity

- Became a Nurse for the Patients
- Task Oriented rather than Patient Oriented

"Nurses care - we're there because we want to do our best and make sure our patients are safe and know that they get the best care and when you consistently can't do that and you're just trying to do the minimum so that your patients are safe cause that's literally all there's time for, it just like wears on the spirit…"

Job/Scheduling Flexibility

- Adapt to Life Changes
- Job Portability

"RN doesn't mean you're always in the hospital on your feet 12 hours a day. You can also get a job at a doctor's office or you can get a desk job… having an RN degree is just a huge base for doing anything that you desire…"

"Portability. You can take it anywhere. If you have a family you can work part time. You want to work full time you can… say your spouse got transferred you could get a job anywhere… so it's a skill that goes to any place."

Early Career Key Themes

Improved Management Relationships

- Effective Communication
- Job Performance Feedback

"More performance reviews like to check in with your manager to say 'am I doing okay?' like 'what can I change?' cause that hasn't happened... it would confirm for me like 'yes I'm doing fine' cause as a new grad you question yourself a lot."

Training & Professional Development

- Improved Orientation & Mentoring
- Support for Continuing Education/Training

"...I kind of felt like you just get thrown in there and you have to figure things out as best you can... you feel like you're out there alone..."

Life Impact

- Work/Life Balance
- Self-Care

"Sometimes I just worry about like over time the trauma to yourself and your own stress level. Like we run into so many situations that linger with you and you just worry that what if I lose my ability to provide for my own self care and protect myself in those situations."

Demographics

CNSA		Early Career		Late Career	
Total	27	Total	58	Total	100
Gender		Gender		Gender	
Male	4	Male	6	Male	4
Female	23	Female	52	Female	96
Age		Age		Age	
19-30	23	20-39	47	25-49	34
30-40	4	40-54	10	50+	61
Preferred Work Setting		Work Setting		Work Setting	
Acute Care	17	Acute Care	41	Acute Care	50
LTC	2	Comm/HC	5	Comm/HC	14
Combo of Settings	4	LTC	10	LTC	23
Other	6	Other	7	Other	7
Preferred Employment Status		Employment Status		Employment Status	
FT	23	FT	35	FT	73
PT	1	PT	19	PT	18
Casual	2	FT & PT	1	FT & PT	3
FT/PT/Casual	1	Casual	2	Casual	4
2nd Career		2nd Career		2nd Career	
Yes	6	Yes	12	Yes	16
No	21	No	45	No	76

Late Career Key Themes

Patient Proximity

- Patient Care Central to Job Satisfaction

  "I think the worst for me is the fact that we don't have the time to spend with our patients and residents that we did years ago. Now it's back to the computer it's doing all these different tasks whereas what our patients need is to have a hand held and time spent with them and we can't do it."

Job/Scheduling Flexibility

- Enjoyed Flexibility Throughout Career
- Want Continued Flexibility Nearing Retirement

  "I'm forced to go from self scheduling back to a Manager shoving a schedule back at me. You know, it's not where I wanted to end my career but it's where I will end it because at this point it makes more sense that I move on."

Life Impact

- Family Time
- Physical, Emotional and Psychological Challenges

  "The negative aspects was the physical toll on the body... not just the actual like physically lifting patients and things like that but the working the night shifts and going from shift to shift but the impact it had on my family."

Late Career Key Themes

Management Disconnect

- Minimal Respect & Recognition
- Disconnect with Care Realities
- Incorporation of Nurses in Frontline Decision Making

"…for years we've been saying, you know, nurses should be involved in the process and I don't think they've asked us to be involved. Even when it comes to the physical structure of the hospital or the unit - no they ask some architect or whatever instead of saying to the nurses 'what would work more functionally for you to provide better care to these clients.'"
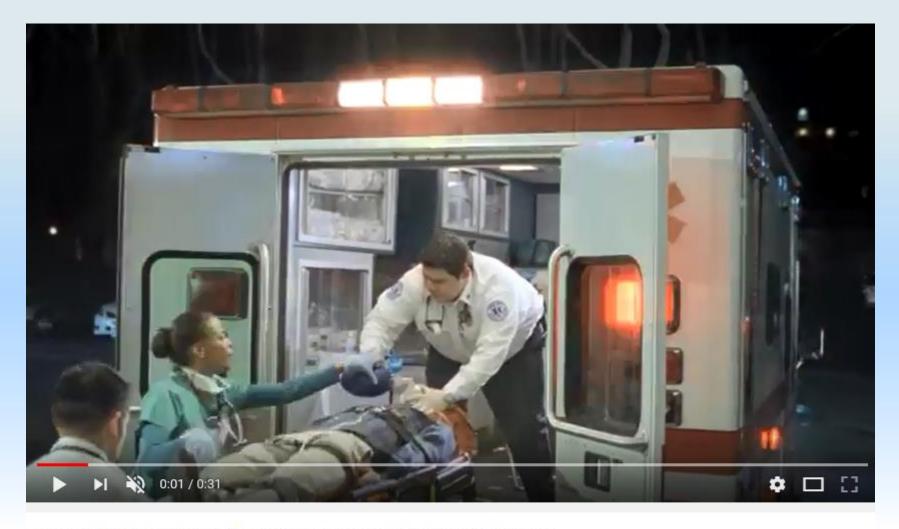
"We used to work together. We used to have problems and we'd sit down with our management and we'd solve them. Now it's we'll make it look good but the problem's still really there."

Training & Professional Development

- Expectation to Continue Education
- Minimal Support with Funding & Scheduling

"Lack of opportunity for education and if it is there you foot the bill yourself and they certainly don't give you time off work to do it. They don't foster an environment that allows growth and opportunity…"

"Education is just the lowest on the totem pole in terms of priorities."

Reality Based Career Choices

Campaign for Nursing's Future - Emergency Room Nurses