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# Tailoring a Graduate Nurse Program to meet the needs of our next generation nurses

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## Summary

Graduate Nurse (GN) transition into clinical practice is recognised by nursing academics and clinicians alike as being problematic on a number of levels, particularly around GN support. The general consensus is that Graduate Nurse Programs (GNP) provided by health care organisations are the most effective strategy for providing support to GN during their first 12 months in clinical practice. This study reports on the redevelopment of an existing GNP in response to GN feedback. The new GNP incorporated specific strategies to meet the needs of the newest cohort of Graduate Nurses – “Generation Y”.

Evaluation of the new GNP was undertaken through on-line surveys and two focus groups. The findings confirmed that GNs continue to experience stress and anxiety during their first year, but this can be mitigated by participation in a formal GNP which has a strong focus on support and socialisation. Further, by directing attention toward

has a strong focus on support and socialisation. Further, by directing attention toward meeting some of the more specific needs of Generation Y GNs the retention of this valuable resource can be increased. In 2009, the retention of GN for the 12 months following completion of the GDP was 88% compared to 64% in 2008.



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## Keywords

Graduate nurse; Generation Y; Graduate program

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