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Abstract

Background: Preparing nursing students for entry into the workplace is essential to increased retention, patient outcomes, and decrease turnover within the first year of employment. Initiating an immersion program for high school and undergraduate nursing students develops resilience, coping strategies, and increased confidence.

Purpose: The goal of the Student Nurse Program is to increase the applications to nursing schools, increase preparation of nursing students for clinicals, decrease the orientation time for new graduates, increase new graduate confidence, and first- year retention rate.

Results: Students have greater confidence in their clinical skills, time management, preparation for clinicals, and readiness for nursing practice.

Conclusion: Immersion of students in the daily nursing workflow with a one-to-one mentor allow students to assist in nursing care, preparing them to step quickly and confidently into the independent nurse role upon graduation and passing boards. This immersion has been a key to closing the experience complexity gap for the system.

Methodology

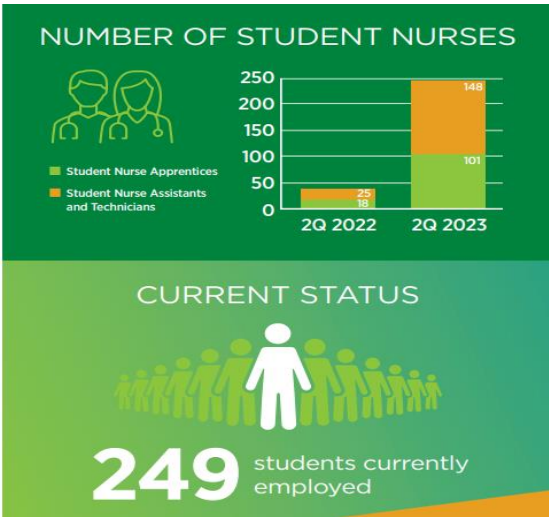
An immersion program that places students with a nurse mentor or preceptor to follow and assist in their nursing practice.

The program provides the students with exposure to a variety of clinical experiences, leading to expedited development of critical thinking skills, clinical judgement, and practice readiness.

Student obtain a realistic preview of delegation, communication, and prioritization in the workplace.

Student Nurse Program 2023 | Q1 and Q2 Outcomes

- 99% program retention rate
- 21 universities represented
- 80 high schools represented



60 of 64

Student Nurse Apprentices
hired as RN or LPN
94% conversion rate



128,448

RN orientation dollars
avoided



120

RN orientation weeks
reduced



20

counties and 4 states
represented



103,767

student experience hours
worked (equivalent to
55 full-time pre-nurses)

STNA
Inspire

- H.S. students aged 17 through undergraduate nursing students
- **Inspire** students to become nurses

STNT
Explore

- Nursing students that have completed Fundamentals clinical
- Students get to **Explore** different areas of nursing

SNAP
Embrace

- Nursing students within 6 months (ASN, LPN) or 1 year (BSN) of graduation
- **Embrace** them on to nursing unit as new graduates