# Implementation of ENA's Emergency Nurse Residency Program (ENRP)

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| **SITUATION** | • New graduate registered nurses (RNs) are entering the nursing workforce with less clinical experience and highly inconsistent learning, in addition to social and emotional needs.<br>• Decreased nursing staff contributes to increase in door-to-discharge, length of stay (LOS), and number of left without being seen (LWBS) patients.<br>• The current average cost of turnover ranges from $28,400 to $51,700, resulting in the average hospital losing between $3.6m–$6.5m/year.<br>• EDs had a turnover rate of 20% in 2020, compared to 18.5 % in 2019.<br>• Hospitals have turned to travel nurses, who receive an average hourly rate of $120 an hour nationally.<br>• For every 20 travel RNs eliminated, the average hospital can save $3,083,600. |
| **BACKGROUND** | • In early 2020, the COVID-19 pandemic interrupted traditional pre licensure nursing education. The strain of the pandemic on the healthcare system, together with practice safety concerns, initiated the need for academic leaders to make the challenging decision to halt or postpone nursing clinical experiences.<br>• ED RN turnover is highest in the first year.<br>• The interruption of traditional pre-licensure education further amplified the pre-existing education-practice gap, particular in critical care areas like the emergency department.<br>• The disruption of COVID-19 also resulted in many emergency nurses leaving the bedside and the area of critical care, intensifying the staffing challenges that had already existed prior to the pandemic. |
| **ASSESSMENT** | • An environmental scan of nursing school programs to identify the impact of COVID-19 on pre-licensure education found that more than 55% of traditional nursing student clinical experiences were transferred to simulation or virtual clinical platforms.<br>• As one of its strategic goals, ENA has recognized the need to help recruit and retain emergency nurses by advocating that emergency departments have the necessary resources to help deliver safe care. ENA has developed and will launch in Spring 2022, the ENA Emergency Nurse Residency Program (ENRP).<br>• During the past year, overall hospital turnover increased by 1.7% and currently stands at 19.5%.<br>• RNs working in behavioral health and emergency services experienced the highest turnover rate.<br>• New emergency nurses require help in successfully performing skills and competencies and more education focused on emergency nursing content |
| **RECOMMENDATION** | • Acquire and implement ENA's Emergency Nurse Residency Program for new graduate and new-to-practice nurses.<br>• Focus on recruiting and onboarding new graduate and new-to-practice nurses<br>• Anticipated results of implementing this program may include improving new graduate and new-to-practice nurse competence, confidence, job satisfaction, social acclimation, and nurse retention.<br>• Implementing ENRP will assist in improving clinical practice accuracy.<br>• Over the long term, ENRP will help to reduce onboarding time and costs as well as improve the quality of care, patient safety, and patient satisfaction. |
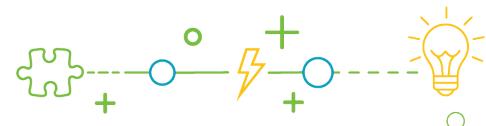
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