

RN education: the application to clinical practice



Background & Significance

An aging Australian population and a predicted nursing shortage are impacting on the nursing workforce. As a result, the Commonwealth Government increased funding to train more nurses, which led to a substantial increase in student enrolments in Bachelor of Nursing (BN) programmes across Australia.

Opinions differ between clinicians and education providers as to whether graduate registered nurses (RNs) are prepared for the challenges of the current healthcare system. An exploration of the expectations of graduates' work readiness from the perspective of industry and the education sectors is warranted to address this knowledge gap within the Australian context. Knowledge gained will inform future policy leading to developments in both clinical learning programmes for nursing students and transition support programmes for graduate RNs.

It is imperative to work towards enhancing recruitment and retention strategies for graduates given the current forecasted nursing shortage and the need for fiscal responsibility.

Study

A qualitative inductive worldview with a **grounded theory methodology** is used to undertake an in-depth analysis of the expectations of graduate RNs' work readiness from the perspective of nurse unit managers and BN programme coordinators. **Purposive sampling** is the approach to recruit participants from higher education institutions and from acute care practice settings. Inclusion criteria are:

- Nurse Unit Managers - currently working in acute care setting and managing graduate nurses in their units.
- BN programme coordinators – currently employed by accredited Australian university.

In-depth semi structured interviews will ensure comprehensive data is collected that represents the participants' views on the topic. Data will be analysed using the **constant comparative method** of data analysis where newly collected data are compared in an ongoing sequential manner with data obtained earlier. This enables refinement of theoretically relevant categories and identification of the core category which is the central phenomenon.

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