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Successful Integration of New Graduate Nurses in the Operating Room

Abstract

The nursing shortage is creating crisis level staffing issues in all specialty areas. The traditional way to obtain operating room (OR) staff was recruiting experienced nurses. The nursing shortage has made recruiting difficult in the OR. The lack of perioperative classes and programs in hospitals has compounded the problem of the nursing shortage. Hospitals need schools to partner with them to provide more clinical experiences in the OR. This will increase knowledge and exposure so students can decide if the OR is where they want to work. Nurse managers can develop a pipeline to successfully staff the unit. Studies have shown new graduate nurses that have had a perioperative elective are being successfully integrated into the OR specialty. Exposure to the perioperative class gives nursing students experience in the OR. Experience is important because students can decide if the OR is where they want to practice. Limited studies are available which poses the need for additional research. This study aims to examine BSN programs that offer a perioperative elective. The program must be partnered with a hospital to investigate retention rate of students, fiscal data, efficiency, overall staff attitudes and successful integration with the current staff.

Keywords: new graduate nurses, perioperative, elective, retention, pipeline