

News Release

For Immediate Release

November 11, 2009

Contact:

Mary P. "Polly" Johnson, RN, MSN, FAAN
Foundation for Nursing Excellence
919.810.6754 polly.johnson@ffne.org

The Foundation for Nursing Excellence Receives Grant to Further Efforts at Addressing North Carolina's Nursing Shortage

Raleigh, N.C. - The Foundation for Nursing Excellence (FNE) has received a \$305,000 grant from Blue Cross and Blue Shield of North Carolina (BCBSNC) Foundation to support the second phase of their Transition to Nursing Practice Project over the next three years. The goals of Phase II are to enhance competence and reduce new nurse turnover by 20 percent, creating a well-prepared nursing workforce in North Carolina.

Published studies have reported more than 50 percent of newly licensed nurses being involved in errors and estimates of 33-60 percent of new nurses changing positions within their first year of practice. The Transition to Nursing Practice Project is designed to ensure that newly licensed nurses are afforded the opportunity to gain confidence and competence as they enter the workforce, thus enhancing patient safety and increasing retention in the workplace.

Specifically this project will identify, design and test strategies related to preceptor role development and the use of simulation in assessing and enhancing core competence and confidence development during the first 6 months of employment for newly licensed nurses in our state.

"With clear findings from our research during Phase I stating the relationship between new nurses and their preceptors is the key to success in retaining nurses and creating confidence, we enter the next stage of our work to define the elements that lead to strong relationships and effective training environments. When effective strategies have been defined, we look forward to sharing the information with hospitals and other health care facilities throughout the state," said Polly Johnson, President of the Foundation for Nursing Excellence.

In 2006, the FNE began work toward establishing this statewide, evidence-based transition to practice approach for newly licensed nurses, based on the recommendation from the NC Institute of Medicine Nursing Workforce Report (2004) to improve the school-to-work transition for newly licensed nurses in North Carolina. The BCBSNC Foundation was instrumental in supporting the program's initial phase, the success of which lead to their continued support.

"The Foundation for Nursing Excellence has made important strides in Phase I of the Transition to Practice Program," said Kathy Higgins, BCBSNC Foundation president. "We are pleased to continue to align with this project through the next phase of designing programs critical to reducing new nurse turnover and creating a competent and confident workforce for patients in North Carolina."

About the Foundation for Nursing Excellence

The Foundation for Nursing Excellence exists to positively impact health outcomes for North Carolinians by addressing nursing workforce issues and improving patient safety. www.ffne.org