

News Release

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The Foundation for Nursing Excellence Receives Grant to Further Efforts to Strengthen North Carolina's Nursing Workforce

Raleigh, N.C. - The Foundation for Nursing Excellence (FNE) has received a \$327,920 grant from The Duke Endowment to support Phase III of their Transition to Nursing Practice Project over the next two years. The goals of project are to enhance competence development 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 design and test strategies related to preceptor role development and the use of simulation to assess and enhance 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 this model 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 Duke Endowment, the Kate B. Reynolds Charitable Trust and the BlueCross BlueShield of North Carolina Foundation have all been instrumental in supporting this multi-year project.

"The Foundation for Nursing Excellence has made important strides in Phases I and II of the Transition to Practice Project," said Mary Piepenbring, Vice President of The Duke Endowment. "Implementing a model training program to reduce new nurse turnover and create a competent and confident nursing workforce supports our efforts to improve the delivery of care for the citizens of 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

About The Duke Endowment

The Duke Endowment, in Charlotte, N.C., seeks to fulfill the legacy of James B. Duke by enriching lives and communities in the Carolinas through higher education, health care, rural churches and children's services. Since its inception in 1924, the Endowment has awarded more than \$2.6 billion in grants.