

**Sigma's VIRTUAL 31st International Nursing Research Congress (Wednesday, 22 July - Friday, 24 July)**

## **Bridging the Academic-Practice Gap: A Student Nurse Capstone Partnership**

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### **Purpose:**

The purpose of the study was to investigate a triad partnership between an integrated healthcare system, four colleges of nursing (CONs), and a national nurse residency program (NRP). The goal of the program is to initiate early onboarding for student nurses (SNs) during their senior capstone. During this time the SN works in their unit of interest learning professional role development and skill acquisition. Following licensure and hire to the unit, NGRNs complete a gap assessment which provides a learning plan and guides remediation. The end-point is 100% competency validation at the point of care.

Research questions for this study include: Does participation in a SN Capstone (R1) affect a NGRNs performance gap assessment? (R2) affect the timeliness for new graduate RN competency validation at the point of care? and (R3) affect the retention rates of new graduate RNs who continue at the organization in a nurse residency program?

**Methods:** A cross-sectional, multi-site study of student nurses from four CONs in their senior year capstone program was deferred by the organizations Institution Review Board. Data was obtained via the NRP's online platform from September, 2015 through March, 2019.

### **Results:**

There were 184 SN participants. Of 184 who completed the Capstone, 124 went on to the organization's NRP. Outcomes were obtained post hire.

1. Performance gap assessment. Three competencies requiring the most remediation were identified as Communication and Interprofessional Relationships (81.15%/ 73.39%), Demonstrating Organizational Skills (72.05%/ 53.23%) and Managing the Patient at Risk for Impaired Skin Integrity (63.46%/ 57.26%). Those who did not participate in the capstone required more remediation than NGRNs who did.
2. 100% Competency validation: NGRNs (N=55) who completed the Capstone averaged 120.6 days to achieve validation compared with 124.6 days for those who were not part of the Capstone (N=69). Based on these findings, calculations showed a potential overall saving for the health system of \$168,640.00.
3. Retention: A 90% retention rate at year 2 for those NGRNs who had participated in the Capstone compared with 73% for those who did not.

### **Conclusion:**

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**Title:**

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**Keywords:**

Collaborations, Nurse Residency and Student Capstone

**Abstract Summary:**

This presentation provides an overview of a SN Capstone program. It describes the journey to collaborative practice capacity between academia and clinical practice and discusses the outcomes including challenges and successes of the program.

**References:**

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