

AONL Foundation
Think Tank: Retaining New-to-Practice Nurses
September 20th, 2023 11:00am – 1:00pm CST

Login Information: [Zoom Meeting](#)
Meeting ID: 828 3330 2509 | Passcode: 336922
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Agenda	
11:00 – 11:30	<ul style="list-style-type: none"> • Welcome • Review of Think Tank goals. • Introductions and Icebreaker <ul style="list-style-type: none"> ○ Question: What do you feel is the most important topic for today's discussion?
11:30– 12:45	<p>Recruitment</p> <ul style="list-style-type: none"> • What factors make a candidate a good fit for your organization and one most likely to stay within the organization or system? <ul style="list-style-type: none"> ○ Is practice-readiness a significant determining factor? Or, can this be addressed during onboarding with additional training either live or in simulations? <p>Onboarding</p> <ul style="list-style-type: none"> • What are the effective preceptor models post-COVID? • How do you help new-to-practice nurses transition from the student role into the professional nurse within your organization? • How does the new-to-practice nurse experience and learn the professional culture of both the unit and the organization? <p>Organizational Engagement</p> <ul style="list-style-type: none"> • How do you help a new to practice team member get involved in your whole organization, not just their specific unit? <ul style="list-style-type: none"> ○ What tools or best practices do you utilize? For example, get to know the CNO events, team mixers, other? • How does your organization make new-to-practice nurses aware of opportunities within the organization or system? <p>Professional Development</p> <ul style="list-style-type: none"> • How do mentoring and clinical education tools support new to practice nurse retention? • What role do colleges of nursing/faculty play, or should play, to assist new-to-practice nurses create a professional development plan. • How should the nurse's career and individual goals impact their professional development, retention, and participation in professional activities?

	<p>Other</p> <ul style="list-style-type: none"> • How do new clinical care models affect retention? What are the best clinical care models to ensure nurse job satisfaction? • What role does the organization’s support of an individual’s well-being and self-care play in retaining new-to-practice nurses?
12:45 – 1:00	<ul style="list-style-type: none"> • Conclusion – what is the next step that will help improve health care around this topic?

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Rhonda Anderson, Larissa Africa, Hunter Joslin, Christi Nguyen.

This program made possible by:

