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Redesigning Project KCCian to facilitate transition for newly graduated nurses

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Introduction

The transition from students to nursing workforce is often a challenging and difficult period for newly graduated nurses. In response to their needs, Kowloon Central Cluster implemented the Project KCCian since 2012 which is an integrated life and career development program to facilitate professional transition. In alignment with Hospital Authority annual planning exercise to enhance nursing proficiency, Central Nursing Division (CND) has redesigned the project with an engaging approach to ensure a successful transition for them.

Objectives

The purpose of this study was to present the outcomes by assessing the effectiveness of the redesigned Project KCCian.

Methodology

The redesigned project consists of 4 components. 1. A one-week orientation program was conducted with an increase in 6 topics with characteristics of combined workshops and clinical experience to enhance interactive learning. After orientation week, a new nurse is paired with a preceptor from CND to focus on individual adaptation to clinical role and workplace. 2. For experiential camp, debriefing sessions were integrated into game-based training activities to capitalize on the experiences of experiential workshops and turn commitment into action. Experienced nurses were invited as "Enablers" to guide the workshops. 3. A series of E-learning recommendation list was revised to enrich and update their learning experience. 4. Meetings with CGMN occurred six months after graduation. Small group sharing was adopted that progression of transition was assessed and challenges were proactively addressed. A self-administered questionnaire is conducted for all new nurses graduated in 2014. The period of the Project KCCian was from July 2014 to May 2015. The questionnaires consists of 28 items rated in a five-point Likert scale, ranging from 1= strongly disagree to 5= strongly agree. There are four domains on (1) Project KCCian, (2) Enabler, (3) Preceptors and (4) Self-empowerment. The effectiveness of the program was compared with the previous study in 2014.

Result

Of 173 newly graduated nurses, total 131 completed the survey (75.42% response rate). All 28 items got a mean scored 3 or above (range: 3.53 – 3.98), indicating that they rated the effectiveness of the redesigned project as above average. For domain of "Project KCCian", 85.50 % respondents agreed the project was important to newly graduated nurses. 74.05% stated that preceptors supported them about learning needs in clinical knowledge and skills. And nine of ten items about "Self-empowerment" got over 70 % agreements while 67.69% agreed enablers support them. The result of the redesign project showed favorable trend in all items. In 2013-2014, 64.97% respondents rated the project was positive, which improved after implementation to 73.03 % in this study. The study achieved the purpose that the redesigned Project KCCians was showed to be positive in increasing its effectiveness. With the assistance of preceptors and enablers, the Project KCCian was proved to be effective and enhance self-empowerment for newly graduated nurses.