



2023 National Association of Counties Achievement Award Submission

Nurse Preceptor Program

- **Preceptor Testimonials**
 - "I have many years of being a preceptor, and this feels way more organized than any tool I have ever used in the past."
 - "I precept at my job often. I do not think that they give them enough time. I believe this process will set them up for success."
 - "I have been precepting for 15 years. It is often a chaotic process that does not build confidence in new nurses. This new training and measurement tool is a game changer!"
- **Pilot Program Shared Nationally**
 - Poster Presentation accepted by the American Association of Colleges of Nursing (The voice of Academic Nursing). Conference: December 1-3, 2022
 - Poster Presentation submitted to Western Institute (Research Arm of Nursing). Conference April 19-22, 2023
 - Podium Presentation submitted to the American Organization for Nursing Leadership. Tentative Conference: May 2023
- "Evidence indicates that the initial competency of newly graduated nurses has been declining at an alarming rate even prior to the COVID-19 pandemic. Transition to Practice Programs will need to strengthen clinical skill proficiency as well as the critical thinking required to provide safe and effective patient care." Weston MJ. Strategic Planning for a Very Different Nursing Workforce. Nurse Leader. 2022 Apr;20(2):152-160. <https://pubmed.ncbi.nlm.nih.gov/35075352/>
- Lack of hands-on clinical experiences can lead to the NGN lacking the knowledge, skills and attitudes to be considered practice ready. Arizona employers now report an even larger education-practice gap, recognizing a growing deficit in practice readiness. This has forced many employers to extend the onboarding timeframe of NGNs to assure patient safety. Extending the onboarding time frame negatively impacts the financial bottom line of the health care institution.
- Both nursing schools and health care employers agree that hands-on clinical experience, including those provided by nurse preceptors, yields the highest probability of producing a practice-ready nurse yet the length, quality and availability of nurse preceptors varies greatly in Arizona.
- Maricopa County graduates over 2,500 New Graduate Nurses (NGNs) per year, well over 60% of all NGNs annually in the state of Arizona.

