The Development and Implementation of an Effective Outpatient Oncology New Graduate Nurse Orientation Program

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Historically, outpatient oncology settings have not hired new graduate RNs (NG-RNs). However, with staffing shortages, outpatient oncology clinics have hired NG-RNs who required orientation from formal onboarding programs. Using a mix of didactic instruction, hands-on rotation experiences, and nursing leadership support, an NG-RN orientation program was developed to attract, support, and professionally train NG-RNs in the outpatient setting. Based on this program’s results, NG-RNs improved their competence and confidence within their first year of practice in the outpatient oncology setting.

AT A GLANCE
- NG-RNs can be effectively prepared to practice in the outpatient oncology setting with a structured orientation program.
- Providing specialized training to outpatient preceptors is a critical aspect of an orientation program and can facilitate NG-RNs’ confidence.
- Long-term nursing retention rates may improve with the development of a dedicated orientation for outpatient NG-RNs.

KEYWORDS
new graduate RN; outpatient oncology; oncology transition to practice

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