

Fledgling To Full Flight

***Transition from Student Nurse to
Workforce Ready Nurse***

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Learning Objectives

- ▶ Understand the key skills, knowledge, and attitudes needed for successful transition into the workforce.
- ▶ Gain appreciation of how learning experiences shape professional practice.
- ▶ Verbalize strategies that build clinical competence, resilience and adaptability.

Transition to Practice

- ▶ *“Raise your hand if you felt 100% ready on your first day as a nurse.”*

Current Workforce Expectations

- ▶ Clinical Readiness
- ▶ Tech-Savviness
- ▶ Confidence
- ▶ Soft Skills

Patrica Benner Novice to Expert Theory

Discussion on Benner's Theory of Novice to Expert



How This Differs from the Past

- ▶ Longer Orientations
- ▶ Focus on Task Mastery
- ▶ Written and Verbal Communication Skills

Current Trends and Expectations

- ▶ Faster-Paced Environments
- ▶ Higher Acuity and Complexity
- ▶ Technology
- ▶ Expectations of Day-One Readiness

What It Takes: Core Skills & Attitudes

- ▶ Prioritization, Time Management & Clinical Reasoning
- ▶ Communication, Collaboration & Conflict Resolution
- ▶ Teamwork & Professionalism
- ▶ Emotional Intelligence & Empathy

Teaching Critical Thinking

- ▶ Intentional Clinical Time
- ▶ Case-Based Learning
- ▶ Socratic Questioning: “Why”
- ▶ Simulation & Role-Playing
- ▶ Concept Mapping

Educator and Nursing Program Role

- ▶ Shift from Knowledge Recall to Clinical Judgement
- ▶ High Fidelity Simulation
- ▶ Case Based Learning
- ▶ Coaching & Feedback Instead of Punitive Correction

Case Study Discussion

Case Study: A 65-year-old patient with a history of diabetes and hypertension is admitted with chest pain. The patient is anxious and has difficulty breathing.

1. What are the immediate clinical assessments you would perform?
2. What interventions would you prioritize?
3. How would you communicate with the patient and their family to alleviate anxiety?
4. Discuss the importance of teamwork in managing this patient's care.

Final Takeaways

- ▶ Novice Nurse Expected upon Graduation
- ▶ Key is Clinical Skills plus Emotional Readiness
- ▶ Learning Experiences Shape the Nurse you Become
- ▶ Transitioning to Practice; Challenging but Doable



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Thank You !

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