

Transition to Practice

WVU Medicine elevates new
nurse confidence, competencies
and communication with
Elsevier Transition to Practice





WVU Medicine

WVU Medicine is the state's largest health system and largest private employer. The organization aims to transform lives and eliminate health disparities through a nationally recognized, patient-centered system of care. At a glance:

Morgantown, WV

16 hospitals

5 institutes covering cancer, critical care/trauma, eye, heart and vascular and neuroscience

J.W. Ruby Memorial Hospital named #1 hospital in West Virginia by U.S. News and World Report

- **15,000** employees
- **1,000** active medical staff members

In an era marked by growing nurse recruitment and retention challenges, WVU Medicine sought to improve nurse confidence and engagement at the point where these professionals are most vulnerable: transition to practice. The hospital identified the need for a solution that would keep the health system's residency program curriculum current, while instilling confidence and competence in universal nursing skills such as communication, leadership development and ethics.

WVU Medicine chose Elsevier's Transition to Practice for its expert evidence-based curriculum that aligns with the American Nurse Association (ANA) Professional Performance Standards, and ability to provide actionable insights into learner's competence and confidence.



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“Because of the flexibility of Elsevier’s Transition to Practice Program, WVU Medicine has been able to consistently meet the needs of our graduate nurses throughout the pandemic,” said Lya M. Cartwright-Stroupe DNP, APRN, CPNP, NEA-BC, NPD-BC. Manager of Nursing Research and Professional Development, Magnet® Program Director, Transition to Practice Program Director at WVU Medicine-West Virginia University Hospitals. “Elsevier creates a partnership with its customers and continues to have the graduate nurses’ and their leadership team’s best interest in mind with the Transition to Practice Program.”

A Foundation for Novice Nurse Success

WVU Medicine implemented Transition to Practice as an addition to its existing residency program curriculum. Its interactive, multi-modal learning simulations offer a safe, virtual environment where new graduate nurses can hone the critical professional skills needed for practice. Through actionable insights and reporting, nurse leadership gains visibility into how new nurses are progressing in their professional skills development, confidence levels and overall satisfaction. With these insights at both the individual and cohort levels, WVU Medicine can tailor follow-up guidance and workshops accordingly.

Cartwright-Stroupe noted that the solution’s surveys and journaling tools are key to ensuring their new graduate nurses receive the personalized support they need to succeed by helping to maintain open lines of communication with their nurse leaders. By offering an easily accessible way for new nurses to self-reflect and provide their perspective about shift experiences, preceptors, and overall confidence levels, leadership can efficiently address concerns to deliver customized support.



Elsevier’s Transition to Practice is a virtual learning platform that helps novice nurses quickly strengthen professional skills and confidence. This immersive and dynamic environment provides a safe space for new grad nurses to practice and share candid feedback with their support team. With detailed reports and actionable insights, nurse leaders can quickly identify at-risk nurses and provide tailored support to help prevent dissatisfaction and burnout.



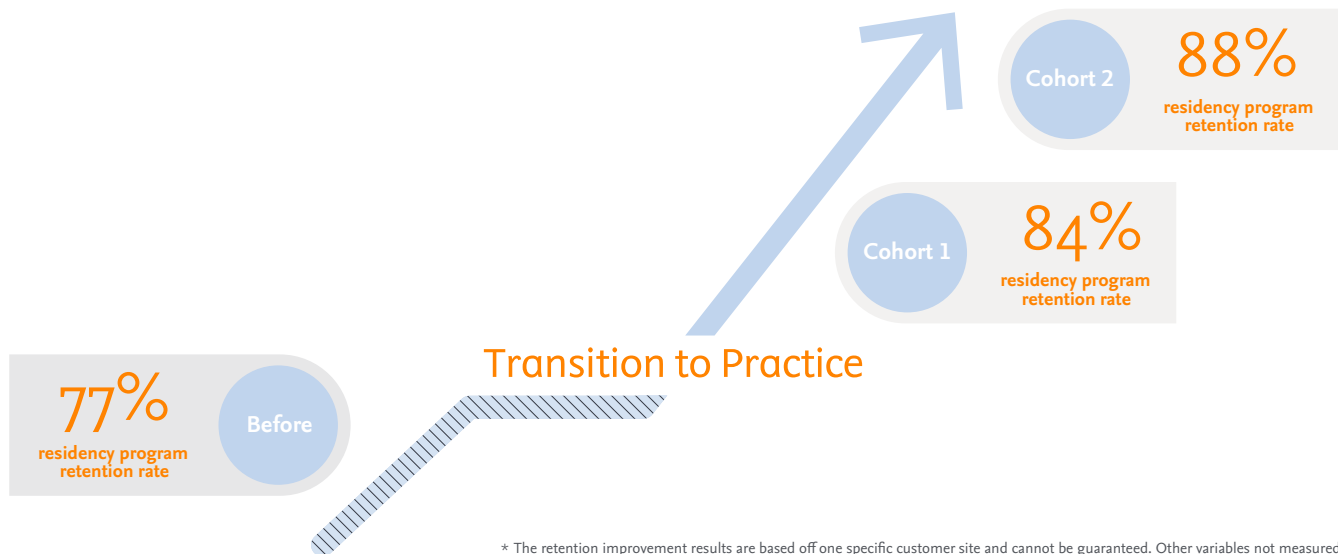
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Results: Higher Retention Rates

Since implementing Elsevier's Transition to Practice, WVU Medicine has increased its residency program retention rate from 77% to 84% and 88% for the first two cohorts.* The solution provides the crucial support new grad nurses need when transitioning to professional practice. It helps gauge how residents are coping with their first year at WVU Medicine, enabling rapid intervention when needed. This, in turn, delivers a more engaged novice nurse who accrues greater confidence from their residency experience, according to Cartwright-Stroupe.

"The product engages learners and creates a pathway for communication, at any time, between leaders and the residents," she said. "This elevated access between the leaders and residents is critical to identifying potential shortfalls and issues and addressing needs to lay a foundation for success."



Learn more at elsevier.com/transition-to-practice



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