Nurse preceptorship is an important part of on-the-job training for new nurses. It allows new nurses to gain experience and confidence while under the tutelage of a more experienced nurse. By having a strong nurse preceptorship program, new nurses gain confidence in their nursing judgement and are better prepared to work on their own by the end of their on-the-job training.

**Practice Aim**

- Understand the current level of satisfaction with the orientation process

**Methods**

- Developed survey asking questions assessing satisfaction in orientation process and support to recent graduates
- Administered anonymous paper surveys to Grant 5 RNs

**Measures and Results**

- Developed survey asking questions assessing satisfaction in orientation process and support to recent graduates
- Administered anonymous paper surveys to Grant 5 RNs

**Summary/Discussion**

- Are you satisfied with the training you received?
- "I feel as a new nurse, you should have an extended orientation- for the RN to feel comfortable and safe.”
- "[I] was not shown many things to make me successful.”
- "No, I felt like I didn’t have enough time to see everything I needed to.”
- "I received an assignment my first week on my own with 7 patients. I was completely unprepared.”
- Do you feel that there is enough support and educational opportunities?
- "I asked about additional courses and was essentially blown off.”
- "Educator has been proactive with me, always available.”
- "No.”

**Conclusion**

- Retention and satisfaction among RNs on Grant 5, could be increased by developing a more consistent orientation process with fewer preceptors.
- Educational opportunities need to be more abundant and easily available as well as relevant.

**References**
