

Role of Interview Training in Nurse Residency Programs

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RESULTS

INTRODUCTION

- Dramatic rise in the number of graduate Bachelor of Science in Nursing (BSN) prepared registered nurses (RNs) from 66,727 in 2009 to 143,294 in 2019 (Campaign for Action, 2021).
- The hiring process of RN graduates requires interviews of applicants.
- Undergraduate BSN programs may lack the support and mentoring to prepare RNs for interviews (Lavoie-Tremblay et al., 2020).

Problem

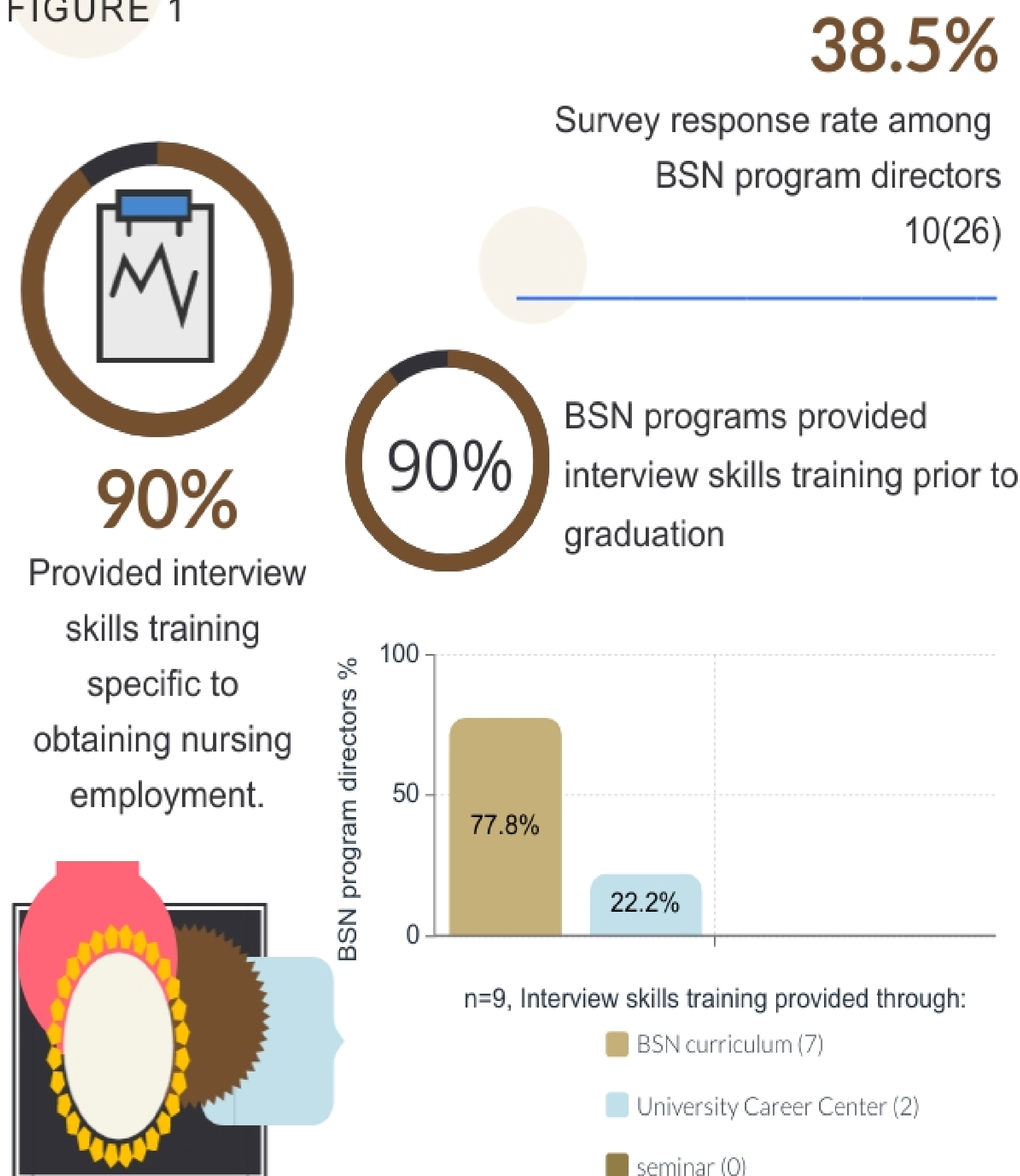
- Limited information on how BSN programs prepare and mentor students for the job interview process.
- Vanderbilt University Medical Center (VUMC) Nurse Residency Program (NRP) identified varying interview skills among applicants and questioned how BSN programs prepare students for the job interviewing process.

Aim

- Assess the knowledge and interview skills training provided to the BSN program graduates in the current VUMC NRP.
- Obtain information from the current BSN programs in Tennessee about the interview skills training provided.
- Summarize the project findings for VUMC NRP stakeholders and the BSN programs that participated.

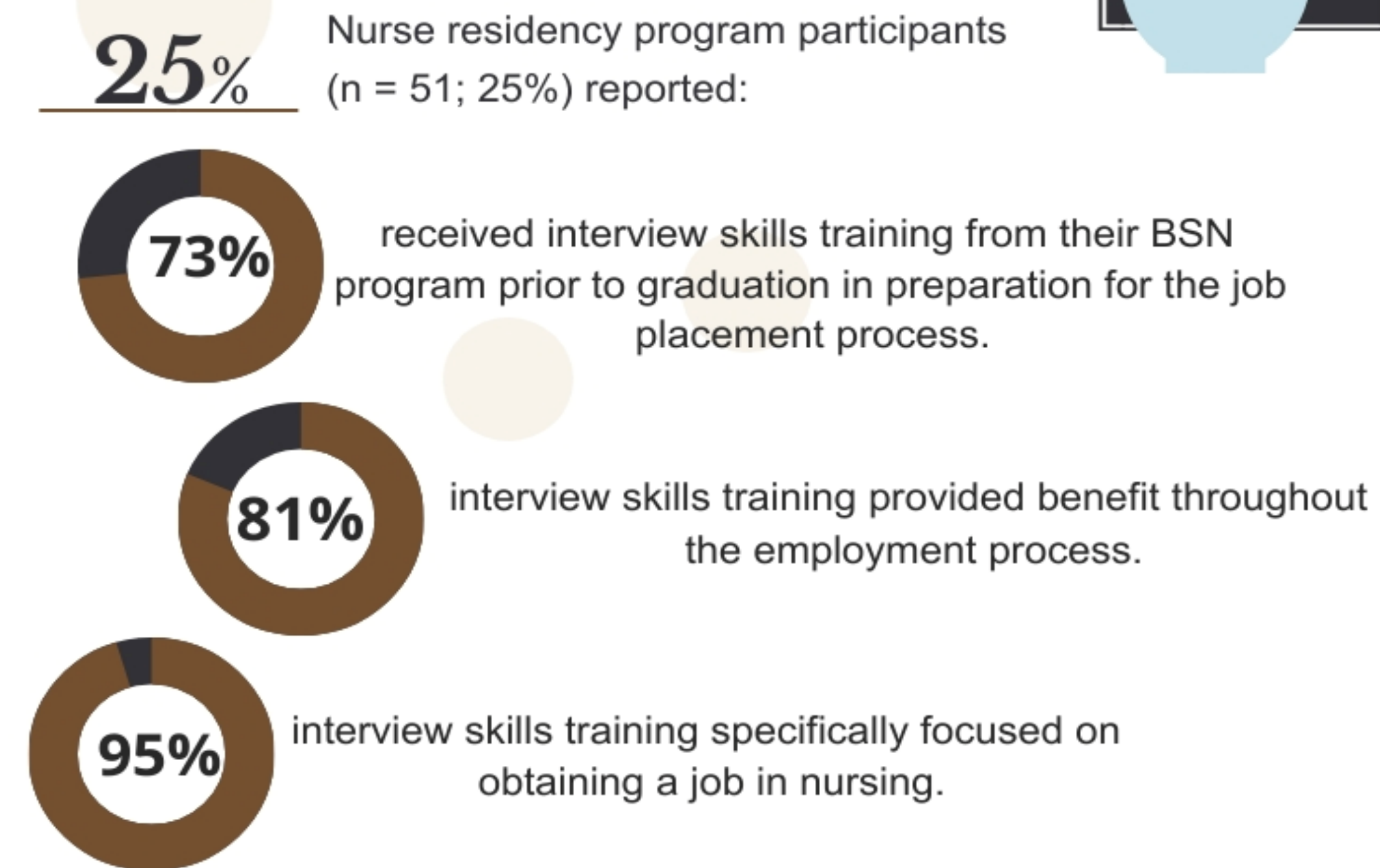
BSN Program Survey Summary

FIGURE 1

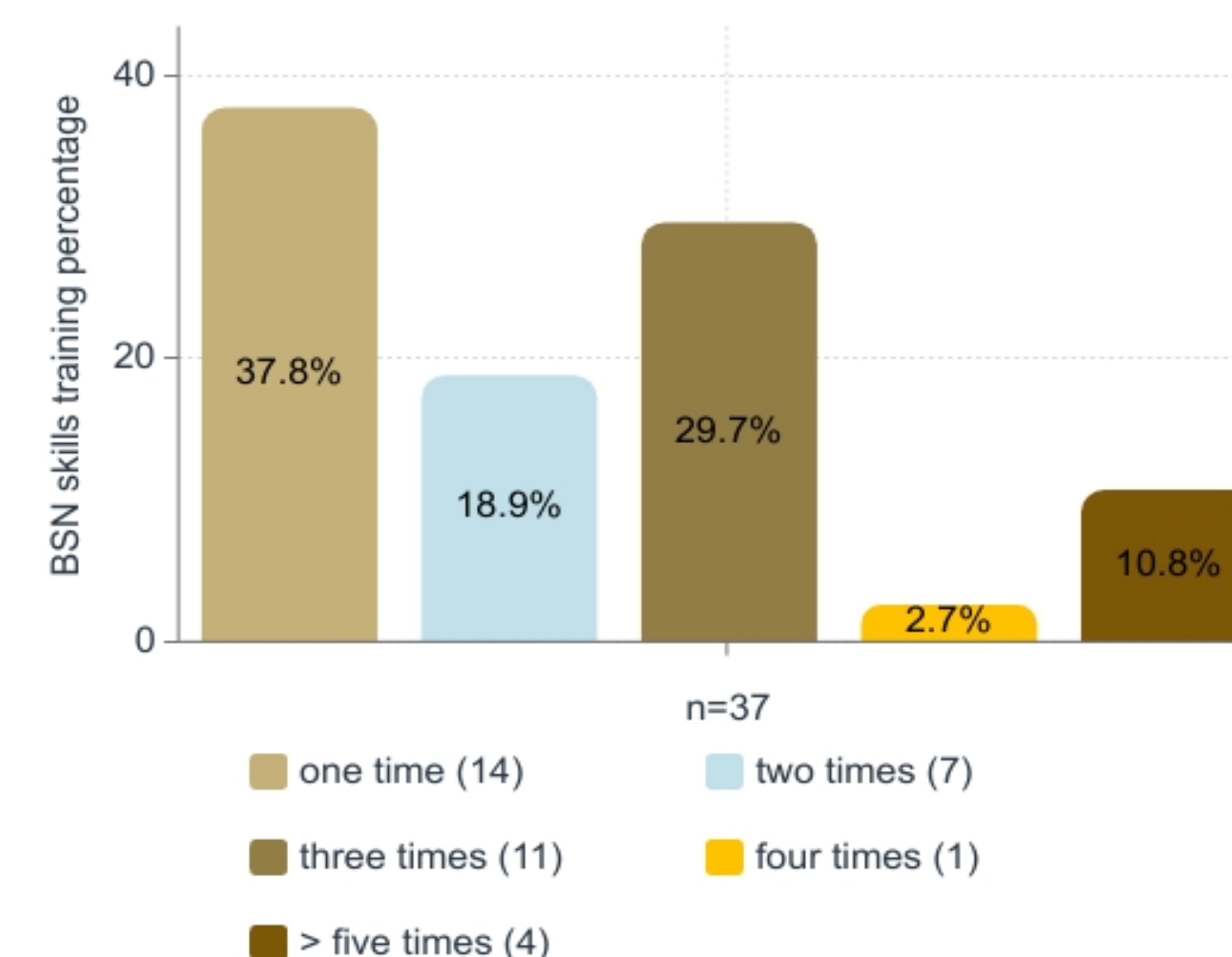


VUMC NRP Survey Summary

FIGURE 2



Number of received interview skills training sessions :



METHODS

- Quality improvement initiative
- Participants: (1) VUMC NRP BSN graduates and (2) 26 individual BSN program directors in TN
- Data Collection: Surveys emailed to participants about interview skills training, frequency of the training, training specific to nursing, and perceived benefits of the training.
- Analysis: Descriptive statistics and summary of common themes

IMPLICATIONS FOR PRACTICE

- BSN programs ought to provide interview skills training to their students before graduation.
- Timely interview training prior to applying for employment should include resume format, question simulation and feedback.

REFERENCES

1. Campaign for Action. (2021). Number of RN to BSN Program Graduates Annually. Number of RN-to-BSN program graduates annually | Campaign for Action
2. Lavoie-Tremblay, M., Sanzone, L., Aubé, T., Bigras, C., Cyr, G., & Primeau, G. (2020). A university/healthcare institution mentorship programme: Improving transition to practice for students. *Journal of Nursing Management*, 28(3) 586–594. <https://doi.org/10.1111/jonm.12960>
3. Visme. <https://blog.hubspot.com/marketing/visual-content-marketing-strategy>