Background / Introduction
Nurse Residency Rewards Program

- Within a virtual New Graduate Nurse Residency (NGNR) Program, opportunity existed to increase engagement among nurse residents (NRs)
- Facilitators reported low level of engagement citing, “difficult to get engaged,” “and “allow time for engagement activities.”
- Literature suggests participants may feel uncomfortable engaging in virtual environments
- A Rewards Program was developed to encourage engagement of participants and piloted in ten NR cohorts

Purpose

- The key purpose was to enhance participation and engagement by incentivizing participants to complete activities offered throughout a 6-month NGNR Program
- Program activities stimulated communication, fun, and teamwork leading to positive evaluations (Figure 1)

Methods

- During NGNR Sessions, points were earned through various activities
  - Icebreakers
  - Well-being
  - Communication
  - Games
  - Points also earned by participation in Outside activities including
    - Newsletter contributions
    - Journal clubs
    - Community service
- A tech-savvy Tracker App was developed for point tracking and reward redemption and available via the system internet browser (Figure 2)

Prizes included:
- Bags and drinkware filled with swag
- Gift certificates
- Tickets to outside events

Results

- One hundred fifteen nurse residents from the pilot cohorts (43%) have actively participated in the program
- The Rewards program has continuous favorable outcomes as shown by overwhelming interest, participation, and positive evaluations
- Evaluation data indicates 96% of NRs strongly agree/agree they are actively engaged (Figure 3)
- Evaluation data indicates 94% of NRs strongly agree/agree fellow NRs are actively engaged (Figure 4)

Conclusions

- Positive evaluations from the pilot predict continued sustainability and growth
- Engagement and active participation during virtual professional development opportunities promotes interest, effective learning, and connection with learners which can be transferable to all NGNR cohorts and learner groups
- The Rewards Program motivates learners, creates a sense of teamwork, and encourages enjoyment during friendly and fun competitions
- A simplistic method which offers numerous opportunities to implement within programs

Implications for Practice

- A Rewards Program is a new and innovative process that can enhance, rejuvenate, and encourage enjoyment in virtual as well as in-person learning
- Numerous activities can be developed based on the goal of a program to increase engagement and participation and can be adaptable to many venues

References


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