



NCWS Webinar Series

Employer Perspectives on New Graduate Nurse Readiness

About the Webinar

Each year, the Western Massachusetts Nursing Collaborative brings together nursing education programs and healthcare organizations to examine how newly graduated registered nurses are transitioning into professional practice. This webinar will share findings from the Collaborative's annual employer assessment, which provides a practice-based perspective that complements the graduate surveys conducted by nursing education programs.

Healthcare leaders participating in the assessment discuss the performance of new graduate nurses during orientation, orientation practices and expectations, entry-level nursing competencies, such as professionalism, communication, quality and safety, evidence-based practice, and the transition from education to practice. The discussion also identifies areas of strength, challenges experienced by new graduates, and opportunities for stronger collaboration between nursing education and healthcare organizations.

The webinar will provide an opportunity to examine what employers are seeing in practice and consider how these findings can inform nursing education, clinical preparation, orientation, residency and apprenticeship programs.

During This Webinar, Participants Will:

- Examine employer perspectives on the readiness and performance of newly graduated registered nurses.
- Identify key strengths employers observe among new graduate nurses during orientation.
- Explore common challenges experienced by new graduates as they transition into professional practice.

- Consider how employer feedback can inform curriculum development, clinical education, faculty and preceptor development, and transition-to-practice initiatives.
- Explore regional practices and strategies that may have broader application across Massachusetts.

This Webinar Is Especially Relevant For:

- Nursing school deans, directors, and faculty
- Clinical education coordinators and clinical instructors
- Nurse residency and transition-to-practice program leaders
- Nurse managers, directors, and clinical leaders
- Nursing program accreditation and quality improvement leaders

Why This Conversation Matters

The transition from student to professional nurse is a critical period that shapes confidence, competence, and long-term success in the workforce. Nursing programs and healthcare organizations each play an important role in preparing and supporting new graduates, making ongoing communication between education and practice essential.

By bringing employer perspectives into the conversation, this webinar creates an opportunity to identify common strengths, emerging challenges, and shared priorities. The findings can help education and practice partners better understand the experiences of new graduates and work together to strengthen preparation, orientation, and support throughout the transition to professional practice.

Dates and Times

Tuesday, October 6th 10:30 am – 11:30 am

[Free Registration Link](#)

Presenters



Jessica Holden, DNP, RN, NPD-BC is the Associate Dean of Healthcare Workforce Initiatives and the Interim Associate Dean of Nursing at Westfield State University. She works with education, healthcare, and community partners to build innovative pathways, strengthen healthcare career pathways and address regional workforce needs. Throughout her career, Jessica has worked in both clinical practice and academia, serving in nursing leadership, professional development, workforce development, and higher education roles. Her

experience spans hospital-based nursing practice, public health and harm reduction, academic program leadership, and healthcare workforce innovation. Jessica is Co-Chair of the Western Massachusetts Nursing Collaborative.



Melissa Kline, MSN, RN is the Manager for Nursing Education and Professional Practice for Trinity Health Of New England. Melissa works in collaboration with nursing leadership and professional development specialists, and serves as a resource, consultant and facilitator in assessing, planning, implementing, and evaluating nursing professional practice and education. She provides and coordinates onboarding, nurse residency and continuing education and development opportunities related to clinical practice; providing leadership in the management and development of patient care staff; incorporating research and inquiry into best practice for nursing. Melissa has established partnerships and maintains collaboration with nursing and organizational leaders, clinical educators, and affiliated academic institutions. Melissa serves as Co-Chair of the Western Massachusetts Nursing Collaborative.