sentara nurse

Systemwide Evaluation of the Efficacy of the Vizient/AACN Nurse Residency Program™

Lesley Cook, MSN, RN, NE-BC; Joanne Williams-Reed, DNP, RN-BC, CNS; Grace Myers, MSN, RNC-OB, CNS, NE-BC; Jennifer Muffler, BA, PHR; Ralitsa S. Maduro, PhD; Merri Morgan, DNP, RN, CCRN; Patricia Ver Schneider; Kathie S. Zimbro, PhD, RN

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BACKGROUND

- The Nurse Residency Program (NRP), developed by the American Association of Colleges of Nursing (AACN), focuses on new graduate nurses as they enter professional clinical practice
- According to the AACN, the NRP uses mentorships and ongoing education to close the experience gap between nursing school and professional clinical practice
- The program is designed to empower nurses, increase retention while reducing RN turnover costs, and ultimately yield improvements in patient care and safety
- Sentara Healthcare (SH) hospitals, in collaboration with Vizient and the AACN, launched the Vizient/AACN NRP™ in Q1 2016

PROGRAM AIMS

- Examine the retention rate for new graduate nurses participating in the NRP
- Test differences in retention for new graduate nurses between pre-NRP and post-NRP periods:
  - Across the healthcare system
  - Within hospitals

PROGRAM DESIGN

- 1-year residency curriculum
- Designed as monthly 4-hour seminar sessions
- Curriculum focuses on leadership, quality outcomes, and the professional role of the nurse
- Includes "tales from the bedside"
- Completion of evidence-based practice project
- Complements nursing orientation and specialty training for RNs with less than 1 year experience

METHODS

- Study groups:
  - Pre-NRP – new graduate nurses hired between 1/1/2015 and 9/30/2015
  - Post-NRP – new graduate nurses hired between 10/1/2015 and 12/31/2016
- SAMC, SHRH, and SNVMC were excluded from the pre-NRP/post-NRP analyses due to lack of pre-NRP data
- Retention data were collected through 12/31/2017

RESULTS

Hospitals	Retained %	Total RN	Retained RN
SCH	59.6%	47	28
SAMC	80.0%	25	20
SHRH	84.6%	13	11
SLH	80.3%	71	57
SMJH	92.9%	28	26
SNGH	64.0%	200	128
SNVMC	54.2%	24	13
SOH	83.9%	31	26
SPAH	88.9%	27	24
SRMH	75.7%	74	56
SVBGH	84.4%	64	54
SWRMC	73.9%	23	17
System-wide	**73.4%**	**627**	**460**

Table 1. System-wide Post-NRP Retention

- A total of 627 new graduate nurses participated in the NRP between 10/1/2015 and 12/31/2016 (Table 1)
- SAMC, SHRH, and SNVMC are included in this analysis
- Overall retention rate was 73.4% (460/627)
- Retention rates ranged from 54.2% for SNVMC to 92.9% for SMJH
- All pre/post comparisons were statistically significant except SCH, SRMH, & SWRMC (Figure 1)

RN Retention % Systemwide
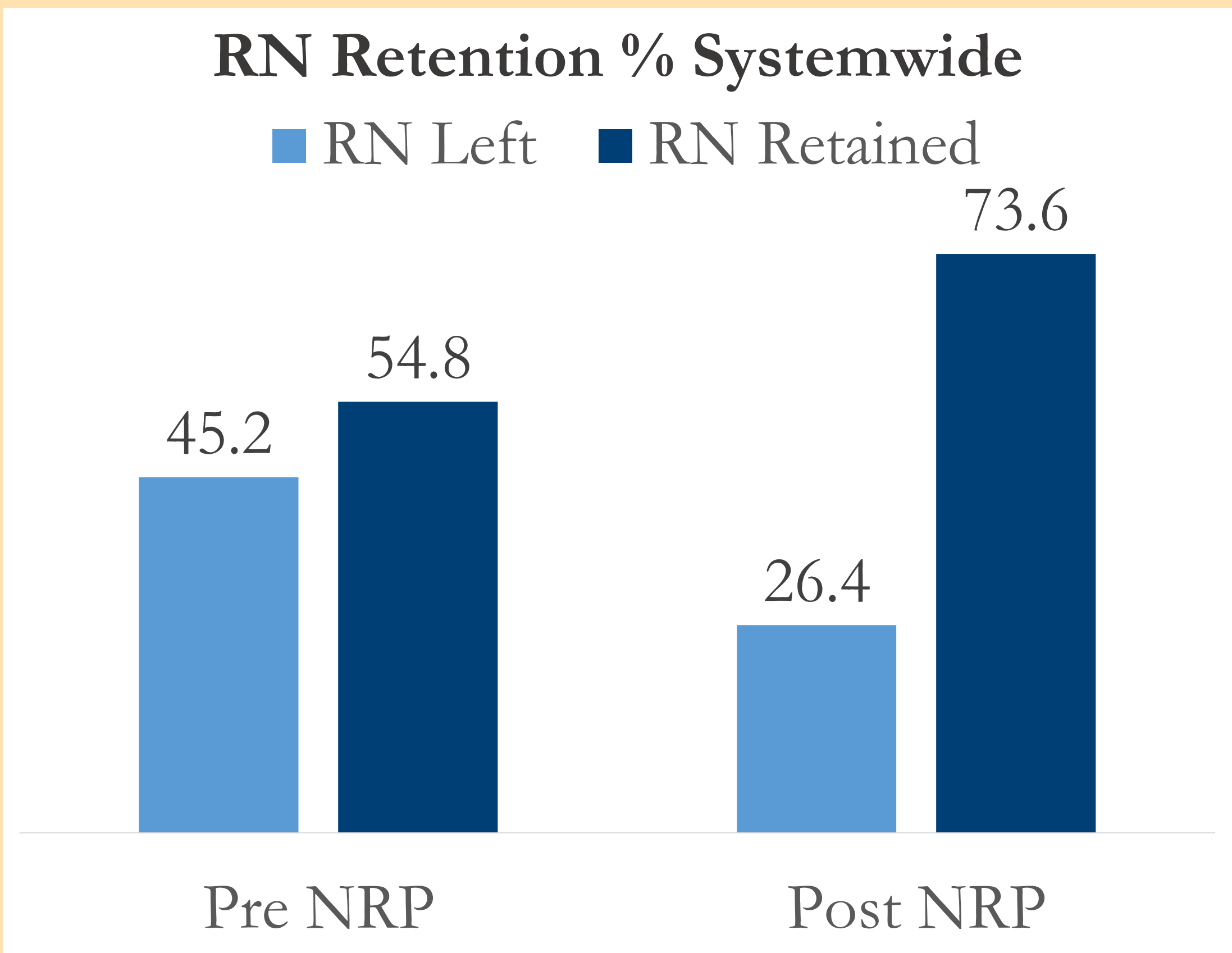
Figure 2. System-wide New Graduate Nurses Retention Percentage.

	Pre-NRP % (N)	Post-NRP % (N)
RN Left 1st year or less	17.5% (89)	12.6% (71)
RN Left more than 1st year	27.7% (141)	13.8% (78)
Retained	54.8% (279)	73.6% (416)
Total RN	**100% (509)**	**100% (565)**

Table 2. System-wide pre-post comparison of RN retention. Chi-square = 44.35, p < .001; All pairwise comparisons were statistically significant.

DISCUSSION

- The evaluation of SH's NRP provided evidence that participation in the program was associated with higher retention of new graduate nurses for the healthcare system, and for most of the individual hospitals
- Although not at a 95% Vizient/AACN average retention rate, all hospitals had a clinically meaningful increase in new graduate nurse retention
- Future evaluation should examine the additive effect of complementary RN retention programs implemented by SH in 2017

CONTACT

- For more information please contact NRP Coordinator, Lesley Cook, MSN, RN, NE-BC: lacook1@sentara.com.
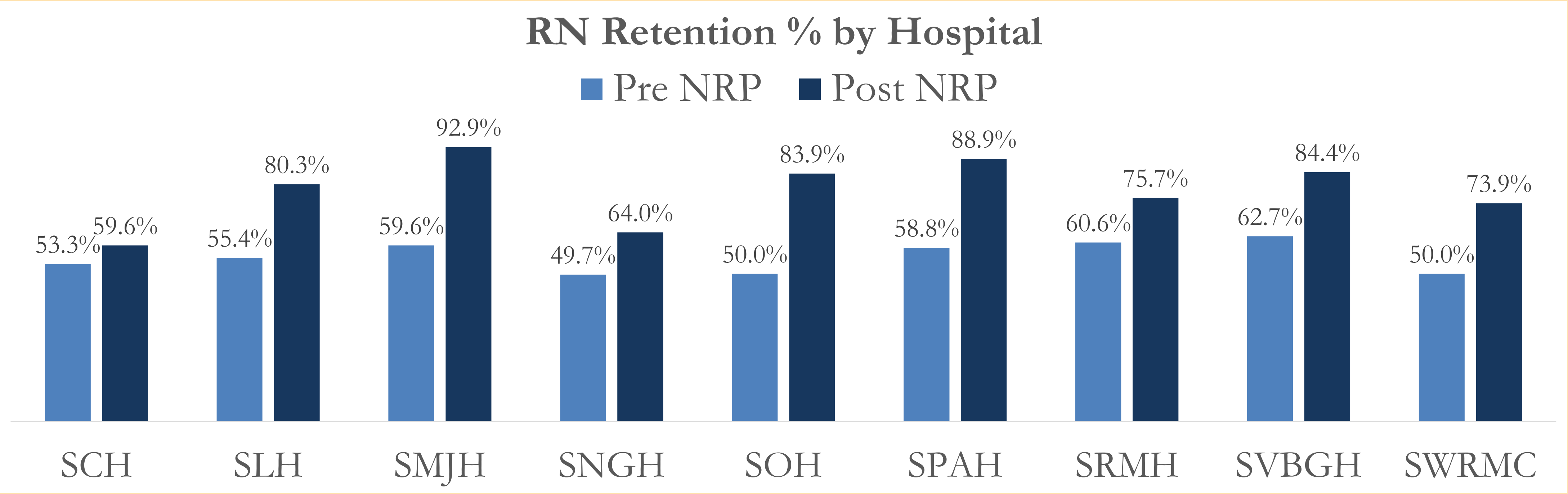
RN Retention % by Hospital

Figure 1. Percent of Retained New Graduate Nurses by Hospital.

- SAMC, SHRH, and SNVMC were excluded from these analyses because they lacked pre-NRP data (Figure 2, Table 2)
- 73.6% of nurses who participated in the NRP were retained compared to 54.8% who did not participate in the NRP
- 26.4% of new graduate nurses left SH in the post-NRP period compared to 45.2% in the pre-NRP period