

Vizient/AACN Nurse Residency Program

Our evidence-based program focuses on leadership, patient outcomes and the professional role

About the program

Trusted by more than 300 hospitals and health systems nationwide

The only nurse residency program adopted as a state model (in Hawaii, Maryland and Pennsylvania)

Has served more than 72,000 nurse residents to date

Maintains an average first-year nurse retention rate of 95 percent, compared with the national average of 75 percent

Recognized by the Institute of Medicine and The Joint Commission, plus many members report that program participation helps them achieve and maintain Magnet designation

In today's value-driven health care environment, access to proven resources and performance management data to maximize your care team's performance and reduce turnover is more important than ever. A 10-year panel study of new nurses found that 17.5 percent of them quit within their first year.¹

Through the Vizient/AACN Nurse Residency Program™, we deliver the industry's most trusted and timely insights to help you manage and align your care teams for high-quality, efficient patient care. Developed jointly by Vizient™ and the American Association of Colleges of Nursing (AACN), the Nurse Residency Program is a data-driven solution that allows participating organizations to focus on retaining new nurses by offering a widely accepted curriculum, the ability to benchmark their performance against that of select peers, and opportunities to network with others in the Nurse Residency Program.

Retention of nurses: signature Nurse Residency Program outcome

Year	Retention percentage
2010	96.1
2011	94.6
2012	94.3
2013	95.1
2014	95.8
2015	94.6
2016	93.3

The Nurse Residency Program helps participants fulfill the third recommendation set forth by the Institute of Medicine — that health care organizations should take action to support nurses' completion of a transition-to-practice program and that organizations already offering nurse residency programs should evaluate the effectiveness of those programs.

What makes our program unique?

Offers a one-year residency curriculum

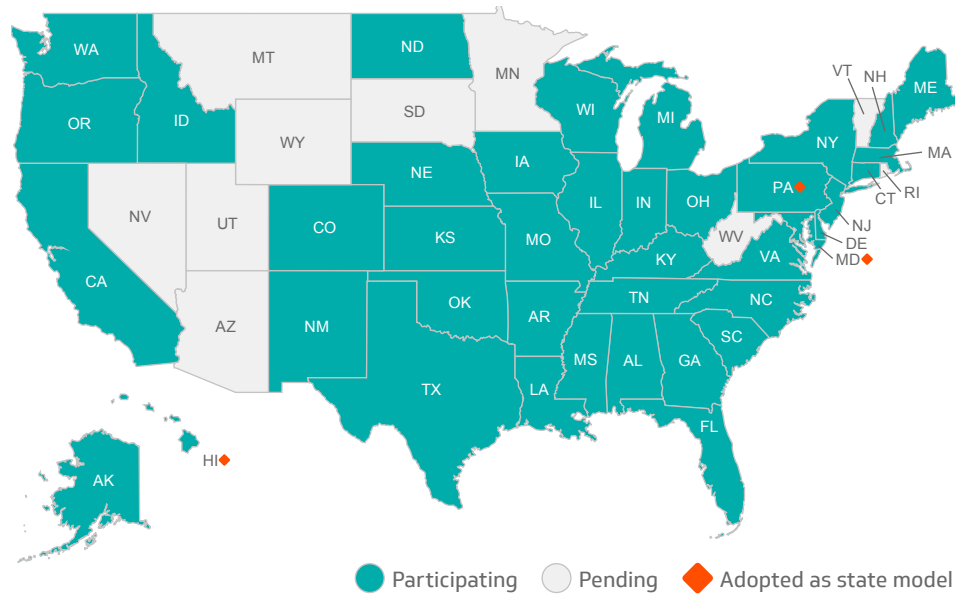
Requires an academic partner

Designed as monthly seminar sessions

Complements nursing orientation and specialty training, with a different focus

Can be customized to hospitals, systems and other care delivery settings

The nation's largest nurse residency program



Program benefits

In addition to the program's benefits for nurses, staff and patients, organizations report that implementing the Nurse Residency Program helped them obtain and maintain Magnet designation from the American Nurses Credentialing Center.

Benefits for nurses

- Increases decision-making competence and confidence
- Improves professional commitment and satisfaction
- Enables consistent use of evidence-based practices
- Builds stronger clinical nursing leadership and critical thinking skills
- Provides individual development plans for their new role

Benefits for staff

- Improves nurse satisfaction and team dynamics
- Reduces staff turnover
- Increases efficiency and safety
- Improves morale and reduces team stress

Benefits for patients

- Improves quality of care and safety
- Improves patient experience
- Engages more committed caregivers

As the nation's largest member-driven health care performance improvement company, Vizient provides network-powered insights in the critical areas of clinical, operational, and supply chain performance and empowers members to deliver exceptional, cost-effective care.



For more information, contact nrpinfo@vizientinc.com.

Vizient Performance Management exists to help members advance their clinical and operational performance so that they can provide highly reliable, value-based care. Our programming, including the Vizient/AACN Nurse Residency Program, helps you meet standards, stand out and lead.