



Past, present and future: Data Insights from a New-to-Practice Nurse Residency Program to Strengthen the Future of Nursing

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Purpose statement

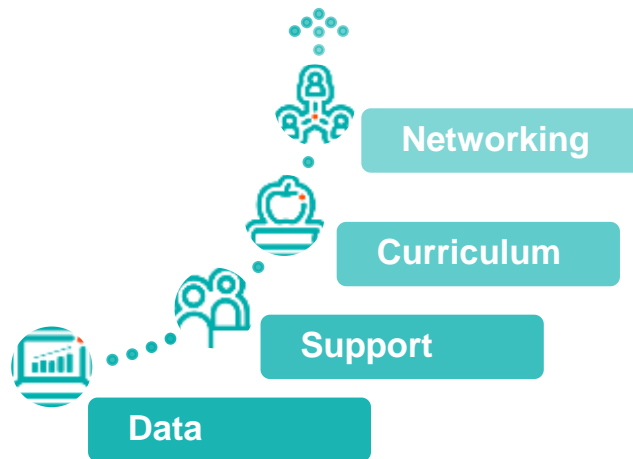
To examine past, present and future outcomes of RN transition to practice to lead and improve academic nursing's support of the new-to-practice RN transition.



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Key components of the Nurse Residency Program



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Past

“...it is not surprising that the nursing shortage has received so much attention. What is surprising is that despite this concern, the problem appears to have grown steadily worse.”

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Past – national data trends

	2002	Current
Total nurse residents	434	37,907
National retention rate	35-65%	67.2%
Vizient retention rate	92%	87.2%
Support	3.24	3.32
Satisfaction	3.54	3.03
Stress	1.16	2.57

Source: ¹Vizient/AACN Nurse Residency Program. (n.d.) Nurse Residency Surveys. Vizient Inc. <https://www.vizientinc.com/what-we-do/operations-and-quality/vizient-aacn-nurse-residency-program.PDF>; ²NSI Nursing Solutions. 2023 NSI National Health Care Retention & RN Staffing Report. March 2023.

Current national nursing workforce trends



The imbalance of workforce supply and demand is creating critical shortages in healthcare

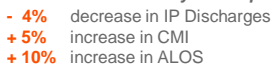
The COVID-19 pandemic became a tipping point for many, creating the perfect storm of long-lasting staffing issues, including turnover, staff stress and burnout, a decreasing pipeline of clinical positions, and higher labor costs creating overall financial challenges.

1 Demand Pressures

US Population is Aging¹



Increase in Acuity & Complexity²



Workforce Shortages



The supply and demand imbalance is creating ripple effects throughout the healthcare ecosystem, resulting in significant workforce challenges and disruptions in care delivery. The need for **transformational change** in the care delivery process is clear.

2 Supply Pressures

Decrease in clinical supply

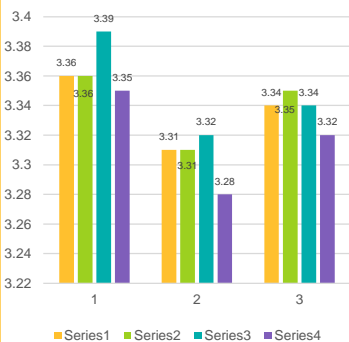


Sources: ¹Forbes, "Facing Massive Talent Shortages, the Contingent Workforce Looms Large in Booming Healthcare Industry"; ²Sg2, 2023 Impact of Change; ³Fierce Healthcare, "AAMC estimates 124k more physicians will be needed by 2034"; ⁴Fierce Healthcare, "800,000 nurses planning to leave the profession by 2027"; ⁵Vizient Nursing Workforce Intelligence Report, May 2023.

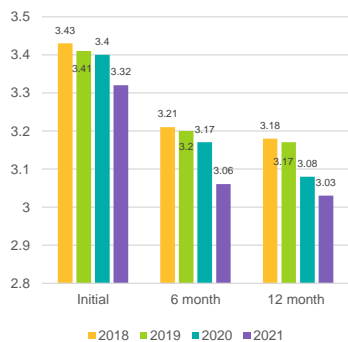


Current data insights – nurse resident surveys

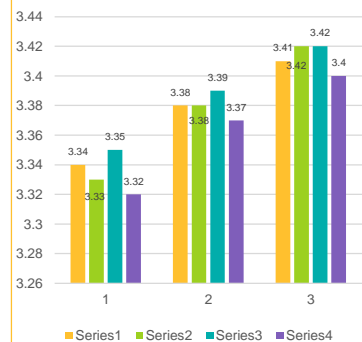
Casey Fink support



Progression satisfaction & commitment



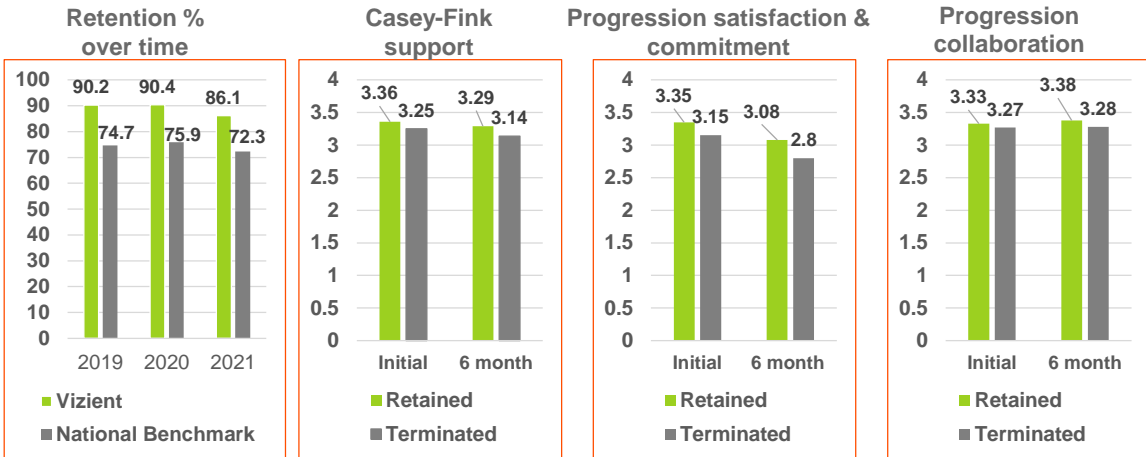
Progression collaboration



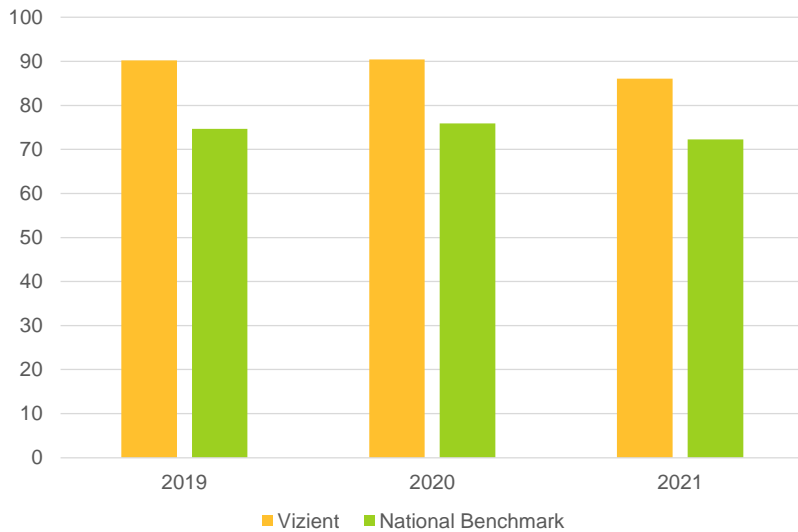
Source: ¹Vizient/AACN Nurse Residency Program. (2023) Vizient/AACN Nurse Residency Program Survey <https://www.vizientinc.com/what-we-do/operations-and-quality/vizient-aacn-nurse-residency-program>



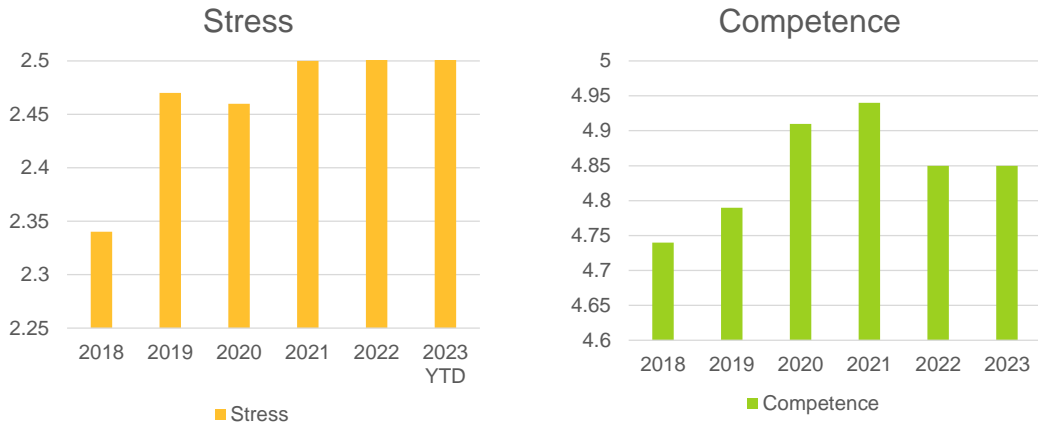
Current data insights – retention and surveys



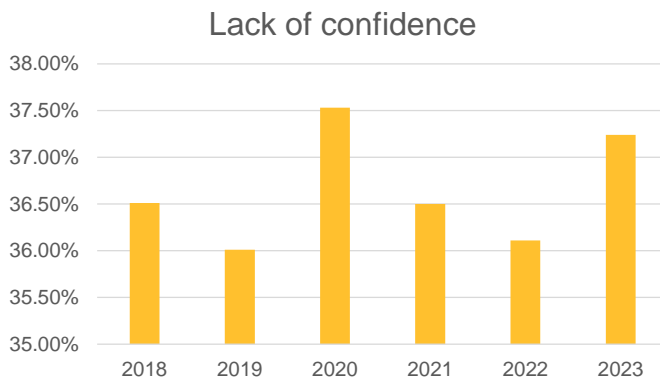
Source: ¹Vizient/AACN Nurse Residency Program. (2023) Vizient/AACN Nurse Residency Program Survey <https://www.vizientinc.com/what-we-do/operations-and-quality/vizient-aacn-nurse-residency-program>
²NSI Nursing Solutions. 2023 NSI National Health Care Retention & RN Staffing Report. March 2023.



COVID-19 impacts on newly licensed nurses



“Which one difficulty, as you transition from the student role to the RN role, has been most troublesome to you?”



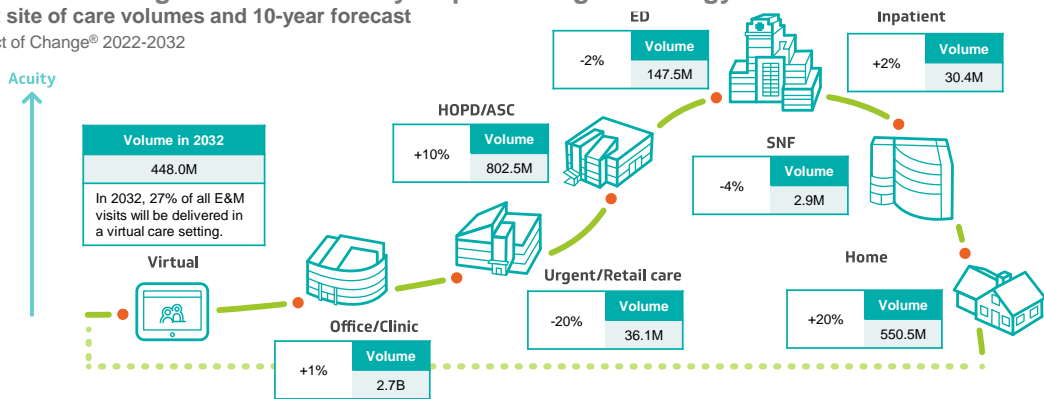
Future

Forecast and Strategy: Understand the changing sites of care and service line trends

Dynamic changes in care delivery require an agile strategy

2022 site of care volumes and 10-year forecast

Impact of Change® 2022-2032



Note: ED forecast defined as urgent and emergent visits. Sources: Impact of Change®, 2022; HCUP National Inpatient Sample (NIS), Healthcare Cost and Utilization Project (HCUP) 2019, Agency for Healthcare Research and Quality, Rockville, MD; "Proprietary Sg2 All-Payer Claims Data Set, 2019; The following 2019 CMS Limited Data Sets (LDS): Carrier, Denominator, Home Health Agency, Hospice, Outpatient, Skilled Nursing Facility, Claritas Pop-Facts®, 2022; Sg2 Analysis, 2022.

Impact of academic partnerships

NCLEX pass rates

Assess practice impacts

NRP advisory boards

Identify duplications, assess assumptions, analyze data

Clinical experiences

Collaborate with innovative clinical experiences since current faculty expected to retire

Source: "Nursing & Faculty Shortage" (aacnnursing.org) [www.nursingoutlook.org/article/S0029-6554\(20\)30618-7/fulltext](http://www.nursingoutlook.org/article/S0029-6554(20)30618-7/fulltext)

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Strategies for success

Innovative academic-practice roles

Academic representation in NRP advisory board

Collaborate on NCLEX-RN® passing strategies

Recruit diverse nursing students and faculty

Develop mentorship programs that spans pre-licensure to NRP

Virtual nursing support the novice at the bedside

Establish clear expectations for transition to practice



Source: AACN, Enhancing Diversity in the Workforce (2023). <https://www.aacnnursing.org/news-data/fact-sheets/enhancing-diversity-in-the-nursing-workforce>

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Conclusion – accelerating nursing’s future



Be mindful of the past and our history



Study and share knowledge



Partner to fully understand challenges and create solutions



Future trends are today’s imperatives – not tomorrow’s problems

References

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9. AACN, Enhancing Diversity in the Workforce (2023). <https://www.aacnnursing.org/news-data/fact-sheets/enhancing-diversity-in-the-nursing-workforce>



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