

PA Nurse Residency Collaborative

Through a strategic partnership between the Pennsylvania Action Coalition and Vizient, Inc., hospitals and health systems in Pennsylvania may participate in the **Pennsylvania Nurse Residency Collaborative (PA-NRC)**.

PA-NRC participants will be able to access the **Vizient | AACN Nurse Residency Program™** at a discounted rate, receive additional state-specific resources developed by the PA-NRC, and directly advance a key recommendation of the Institute of Medicine to implement nurse residency programs.

The PA-NRC provides state-layer support for training and program coordination, networking, communications and resource sharing. For more details, visit paactioncoalition.org

“Residency provides a continuing opportunity to apply important knowledge for the purpose of remaining a safe and competent provider in a continuous learning environment.”

Institute of Medicine, The Future of Nursing: Leading Change, Advancing Health (2011)

THE NURSE RESIDENCY PROGRAM™

	2019	2020
RNs hired at participating PA-NRC hospitals	4,169 (61% of all RNs hired in PA)	3,710 (48% of all RNs hired in PA)
Turnover rate for RNs at participating PA-NRC hospitals	10%	8%
Cost avoidance comparing the national average turnover rate of 14% and national turnover costs of \$88,000 per nurse to PA-NRC turnover rate	\$14.7 million	\$19.6 million

Number of hospital and health system participants:

PA-NRP Collaborative: 87 of 156 (56%)

Vizient NRP National: 500 of 6,146 (8%)

Ninety-two percent retention for first year (compared to 86% nationally)

Cost avoidance for retaining **one new nurse** = \$88,000

The **Nurse Residency Program™ (NRP)** supports data-driven solutions for new graduate nurses as they enter practice. The evidenced-based curriculum delivers on three key areas: **Leadership**, **patient outcomes**, and **professional development**.

NRP helps organizations obtain and maintain Magnet designation by American Nurses Credentialing Center.

For more information, contact Jennifer Horn at jhorn@phmc.org

AACN Baccalaureate Essentials · Inter-professional Education Competencies (IPEC) · Quality and Safety Education for Nurses (QSEN) Competencies · Commission on Collegiate Nursing Education (CCNE) Accreditation Standards

The Pennsylvania Action Coalition (PA-AC) is a statewide coalition endorsed by the Campaign for Action: Future of Nursing (a joint-initiative of the Robert Wood Johnson Foundation and AARP).

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