

# PA Nurse Residency Collaborative

The PA-NRC was established in 2016 as a partnership of the **Pennsylvania Action Coalition** and **Vizient, Inc.** to implement residency programs in Pennsylvania and to provide an additional layer of support. All hospitals and health systems in Pennsylvania that have purchased the Vizient/AACN PA-Nurse Residency Program (NRP) are members of the PA-NRC.

## Benefits of participating in the PA-NRC include:

- Access to the Vizient/AACN Nurse Residency Program at a discounted rate
- Participation in state-specific resources and state-layer support from the PA-NRC:
  - Training and program coordination
  - Communications and resource sharing
  - Networking: quarterly virtual/in-person meetings with Steering Council leadership, Vizient Annual Conference, PA-NRC Summit with the PA Organization of Nurse Leaders (PONL)
- Direct advancement of a key recommendation of the National Academy of Medicine (formerly the Institute of Medicine) to implement nurse residency programs

## THE NURSE RESIDENCY PROGRAM™

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

### How does PA compare?

#### Number of hospital and health system participants:

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

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

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

The NRP helps organizations obtain and maintain Magnet designation by the American Nurses Credentialing Center. The Pennsylvania Action Coalition aims to increase the number of health care institutions with the NRP through its strategic partnership with Vizient, Inc.

**For more information, contact Jennifer Horn at [jhorn@phmc.org](mailto: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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A healthy PA through nursing