



Vizient/AACN Nurse Residency Program™



Since 2002, the Vizient/AACN Nurse Residency Program™ (NRP) has provided health care organizations with a transition-to-practice program for new graduate nurses. This transition to competent nursing practice is supported by evidence-based curriculum that is customized to reflect the values and mission of our organization, access to content experts, and participation in an evidence-based practice (EBP) project. With well-published outcomes, the NRP set the standard for residency programs in the 2010 Institute of Medicine report *The Future of Nursing: Leading Change, Advancing Health*.¹

Positive Impact on Retention Outcomes

One of the hallmark outcomes for the NRP continues to be increased retention²:

Report Year	Retention (%)
2014	93.1
2015	91.2
2016	91.8
2017	92.0

- **Reduced turnover rate**—Nearly 27% of new nurses leave their positions within the first year. The average turnover rate of nurse residents in NRP participating organizations is 5.4%.
- **Reduced turnover cost**—The estimated cost of turnover is \$88,000 per nurse. For every 1% increase in turnover, the estimated institutional cost is \$300,000.

Other Significant Benefits

- Committed, engaged care providers with increased confidence and competence
- Improved team dynamics through socialization to your organization
- Increased ability to prioritize and organize
- Greater nurse satisfaction and professional commitment
- Immersion in evidence-based practice

Program Requirements

- Mandatory participation of all new graduate hires
- 1 year in length with monthly meetings (duration of 4 hours)
- Required participation in an EBP project
- Academic partnership
- Advisory board

Vizient/AACN Nurse Residency Program™ at the UNC Medical Center

¹ Institute of Medicine. *The Future of Nursing: Leading Change, Advancing Health*. Washington, DC: National Academies Press, 2011.

² Goode CJ, Lynn MR, McElroy D, Bednash GD, Murray B. Lessons learned from 10 years of research on a post-baccalaureate nurse residency program. *J Nurs Adm*. 2013;43(2):73-79.

History — The program at the UNC Medical Center began in 2006 and is a partnership between UNC Health Care and The University of North Carolina at Chapel Hill School of Nursing.

Structure—The nurse residency program at the UNC Medical Center is structured according to the guidelines and recommendations provided by Vizient and the AACN. Key features include:

- The program is 1 year in length.
- The residency layers on top of hospital and nursing orientation and specialty training courses.
- All programs partner with a college of nursing, creating a clinical and academic link.
- Core content is provided in structured monthly seminars that last for 4 hours.
- Systematic opportunities offer access to hospital experts and resident facilitators.
- All residents complete an evidence-based practice project.

Outcomes and Organizational Impact—Over the past four years, the average annual retention rate for first-year nurses at the UNC Medical Center has been 92.03%. Prior to implementation of the nurse residency program, our first-year retention rate was 54.9%.

We look forward to residents' evidence-based practice projects, which often serve to improve clinical practice throughout our hospital.

Who Participates — We include all new registered nurse graduates with less than 1 year of experience.

Partners and Stakeholders

- Our partner is The University of North Carolina at Chapel Hill School of Nursing.
- Key players are the nurse residency coordinator, chief nursing officer, dean, nursing professional development department, college faculty, nurse education specialists, unit managers and directors, and other clinical specialists and clinical leaders.
- An advisory board meets quarterly to address issues concerning the residency.
- Content experts (who may be professionals outside nursing).
- Facilitators guide monthly discussions, work with nurse residents to identify learning needs, serve as experienced nurse experts, and guide the residents' evidence-based project efforts.

Expectations of the Nurse Resident—Each resident:

- Attends 100% of residency seminars and learning activities
- Actively participates in residency seminars
- Promotes a culture of evidence-based practice by completing an evidence-based practice clinical project
- Complete surveys rating experience, comfort with performance requirements, and satisfaction at the beginning, midway through, and at the end of the program.

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