

Top 5 Strategies to Amplify Wellness for Newly Licensed Nurses



Learn more here

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Aim statement

Newly licensed registered nurses must be supported in today's healthcare environment. Nurse Residency Programs (NRP) aid in the transition from academia to practice and should focus on wellness and professional development resources.

Background

Healthcare organizations face critical challenges in sustaining high-performing, experienced nursing pipeline. Today's healthcare workforce is comprised of high percentages of newly licensed RN (NLRNs).

Methods

Data reveals a decrease in pass rates for NCLEX-RN® exam of 8.3% from 2019 to 2022¹. Additionally, 1st year retention rates decreased nationally by 3.6% from 2020 to 2021². Insights resulted in a targeted strategy for the Vizient/American Association of Colleges of Nursing (AACN) Nurse Residency Program™ team to enhance tools amplifying NLRN's wellness.

Call to action

NRP interventions have proven to enhance retention, support, professional satisfaction and collaboration. Wellness curriculum in NRP is essential for NLRN success.

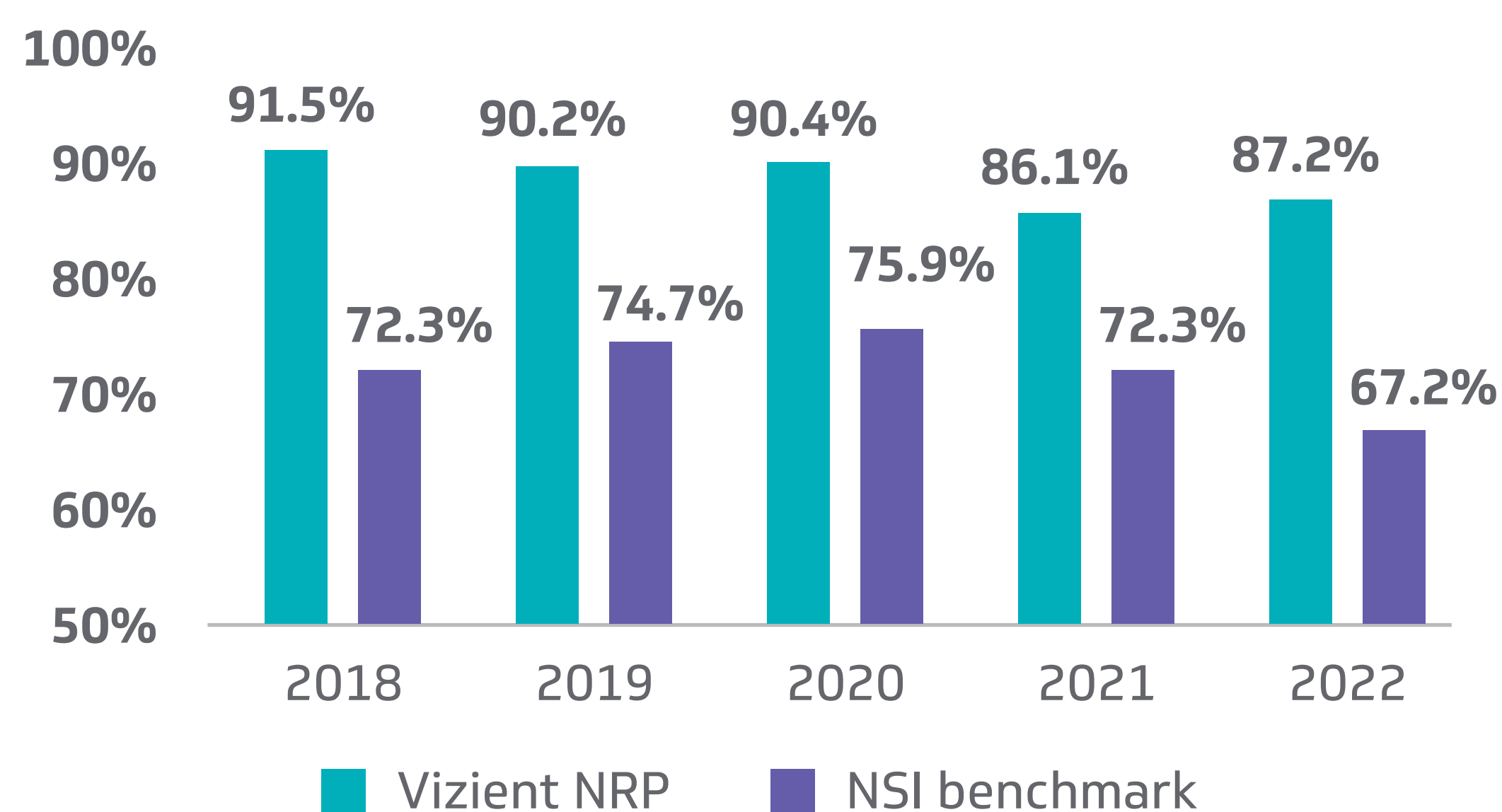
NLRN top termination reasons over time³ (%)

Reason	2018	2019	2020	2021	2022
Relocation	21.1	20.5	19.9	15.0	15.5
Other	21.9	19.1	19.6	21.3	22.1
New experience	10.1	13.6	13.5	15.2	15.8
Unhappy with job	6.1	6.7	6.0	7.8	8.1
Poor performance	12.8	12.5	6.7	7.2	7.4
Family obligations	5.8	5.5	6.8	6.3	6.5
Better schedule	5.5	5.6	4.9	5.1	5.3
Better commute	4.9	3.8	4.1	3.4	3.5
Travel RN			2.4	3.8	3.9

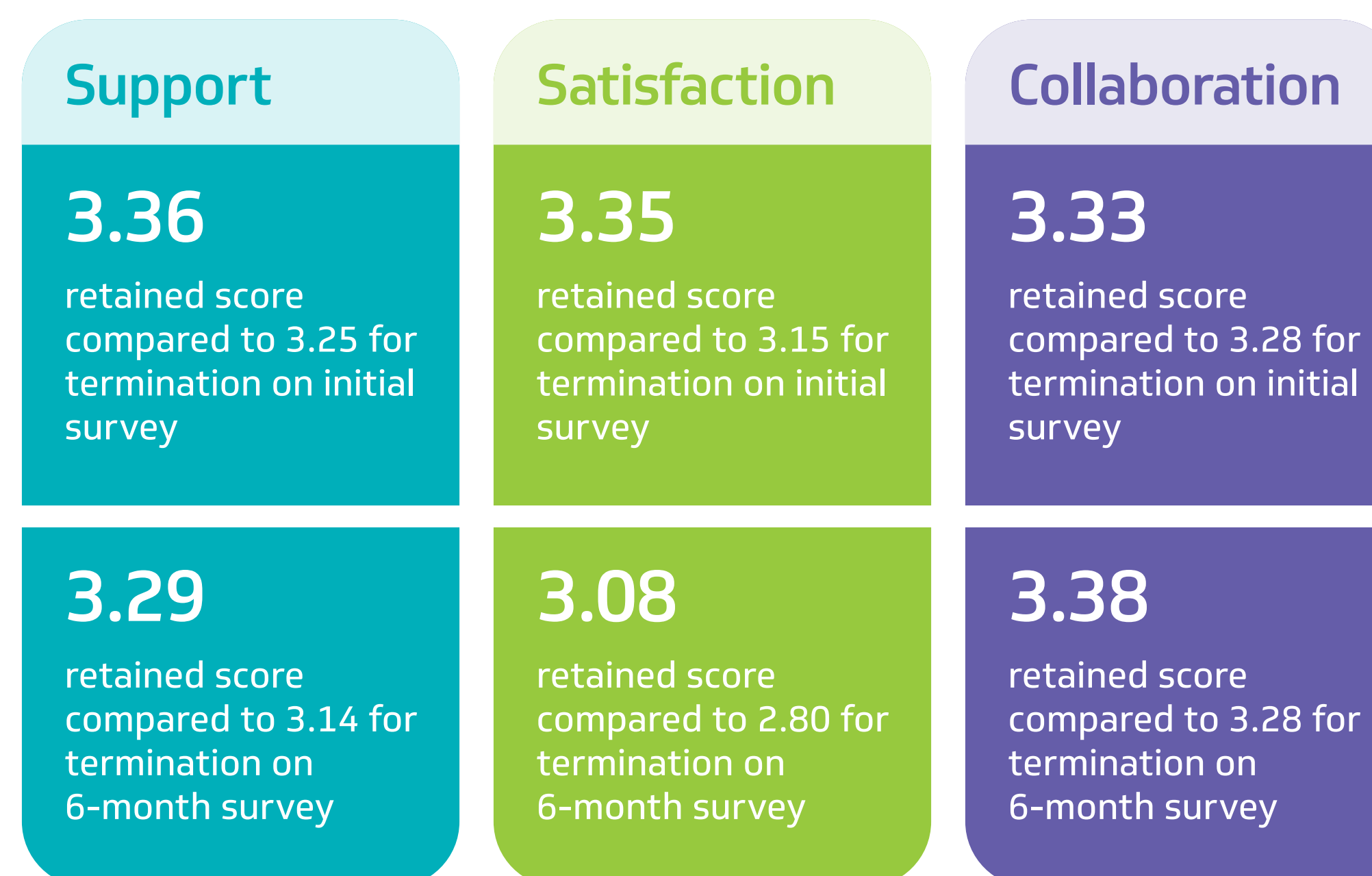
Results

Vizient NRP participating organizations have shown **20% higher retention rates** compared to NSI benchmark^{3,2}. Estimated average annualized cost savings per 1% change in nurse turnover is over **\$380,000²** resulting in an NRP value of approximately **\$7.6 million**.

Vizient NRP vs. benchmark retention rates^{3,2}



Retained vs. terminated NLRNs³



Reported on a 4.0 scale

References

- American Association of Colleges of Nursing. (2022, May 17). Data spotlight: An assessment of first-time NCLEX test-takers by degree type. Retrieved from <https://www.aacnnursing.org/News-Information/News/View/ArticleId/25209/Data-Spotlight-Assessment-of-First-Time-NCLEX-Test-Takers-by-Degree-Type>
- NSI Nursing Solutions Incorporated (2023). 2023 NSI National Health Care Retention & RN Staffing Report. [NSI_National_Health_Care_Retention_Report.pdf](#) ([nsinursingsolutions.com](https://www.nsinursingsolutions.com))
- Vizient/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>

Framework

Strategies to amplify wellness

1 Interactive learning sessions

- Content incorporates diverse, multimodal teaching strategies
- Include video modules and creative presentation delivery methods
- Interactive activities can be customized by each organization
- Focus on needs of the adult learner

2 Leadership support

- Facilitate attendance at NRP seminars
- Provide feedback often
- Equip with a deep understanding of the processes for evidence-based practice, quality improvement and research
- Empower the initiation of positive changes within their healthcare settings

3 Peer networking

- Encourage a sense of community and belonging
- Over half of NLRNs cited that one of the reasons they stay in their 1st position is a sense of community among peers³
- Emphasis mentorship and dedicated time for clinical reflection within peer groups promoting a sense of camaraderie and support

4 Professional development

- Engage in reflective practice, a well-documented tool for personal and professional growth
- Promote completion of a professional development plan to document next steps after NRP completion

5 Communication tools

- Provide interprofessional communication resources including simulation and shared learning opportunities
- Standardize structures and processes to facilitate effective communication