P454 Transforming a Nurse Residency Program Through Vizient

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Background

Grady experienced a critical staffing shortage during the COVID-19 pandemic due to the inability to financially compete with travel nurse companies' offers of large sign-on bonuses resulting in dependence of agency nurses.

Learning Objectives

- Explain the importance of a nurse residency program to hospital organization
- List three key steps to increase the number of new graduate nurses onboarded to the hospital

Goal

Combat the nursing shortage and strengthen the nursing pipeline by increasing the number of Nurse Residency cohorts from two to six cohorts per year by 2022.

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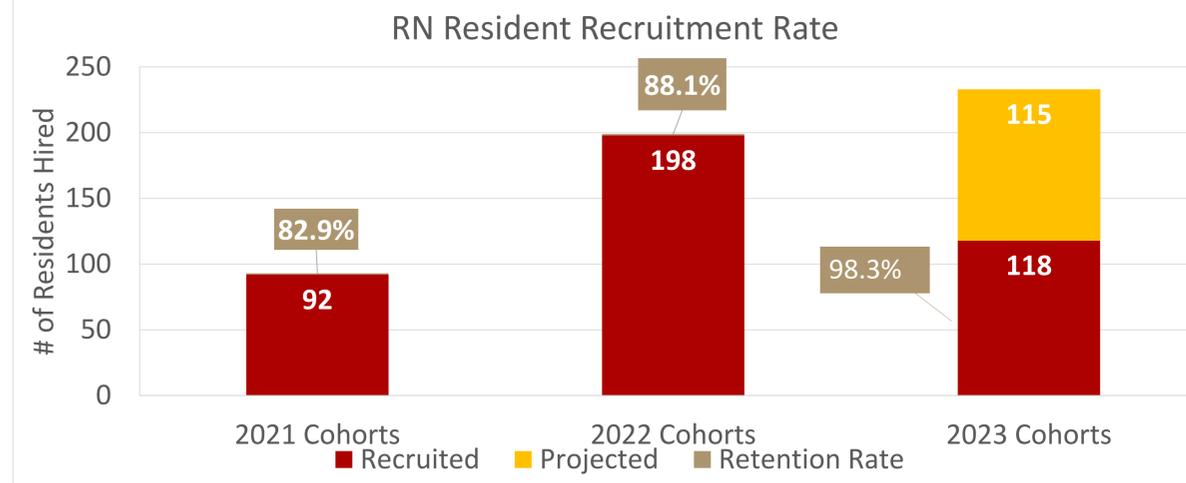Erica Henderson, evhenderson@gmh.edu

Outcomes

Figure 1. Grady Nurse Residency Program recruitment rate and retention by year of cohort
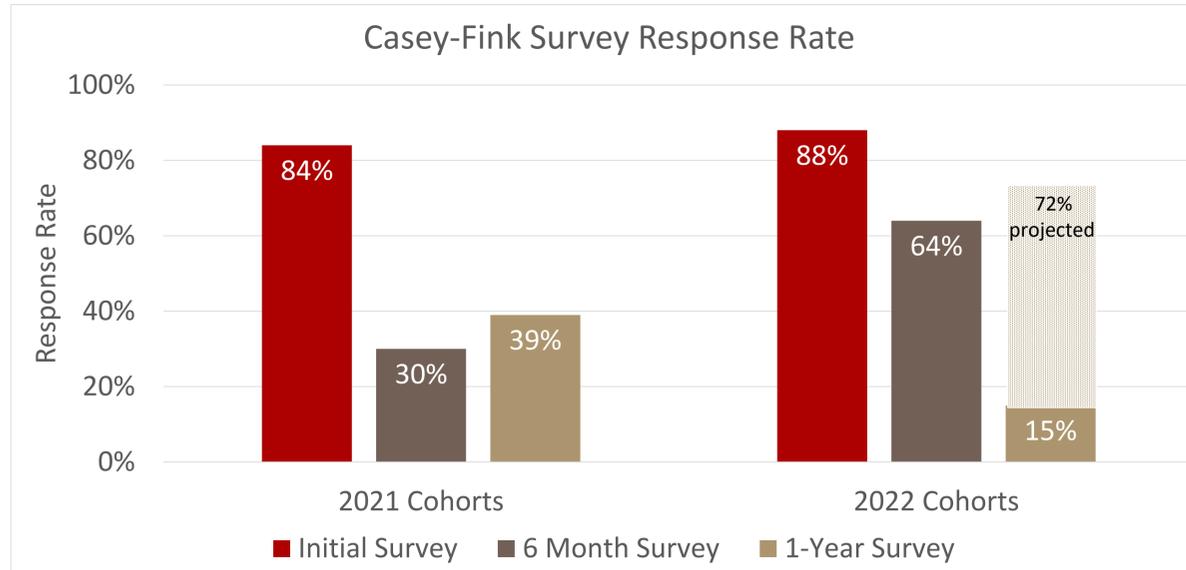

Figure 2. Casey-Fink survey response rate for initial, 6 month and 1-year surveys by year of Nurse Residency Cohort

Implementation

- Collaborated with HR partners to identify applicant sources
- Leveraged relationships with nursing academic programs
- Four additional dates per year added for onboarding of new nurses
- Redesigned the Nursing Professional Development website
- Host quarterly virtual information sessions
- Host quarterly open house and tour of campus
- Included the initial and 6-month Casey-Fink on the first day of orientation and had residents complete it in real-time as part of the first session instead of emailing the survey link
- Required completion of Casey-Fink survey prior to graduation from the program

Challenges

- Recruiting RN Residents to Acute Care units
- Limited slots for RN Residents' requested specialty areas

References

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