



## Vizient/AACN Nurse Residency Program™

Decades of excellence in nursing development with 89% retention



### 703 institutions in 46 states plus D.C.

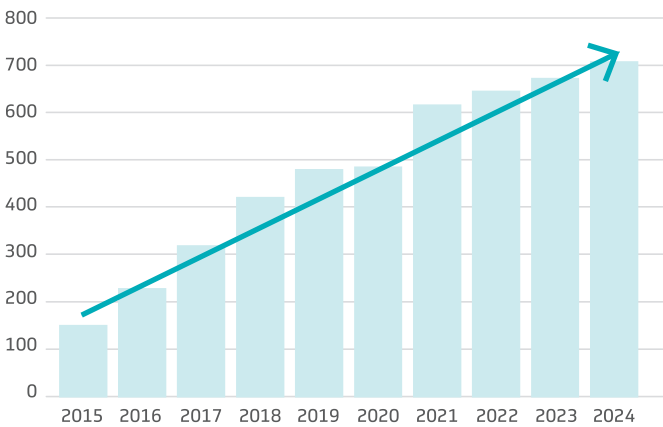
The current NRP program sites hired a total of 38,042 nurse residents in 2022 (and who were to complete the NRP in 2023)



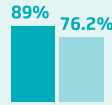
### 4 state and regional collaboratives

including Maryland, New Jersey, Pennsylvania and New York City

Number of **institutions enrolled in the NRP** by outcomes report year across 10 outcome report years.



**A total of 296,270 new graduates have been NRP residents.** The current NRP program sites hired a total of 38,042 nurse residents in 2022 (and who were to complete the NRP in 2023)



**Retention rate – 89% Vizient** compared to national benchmark of **76.2%** (NSI, 2024)<sup>1</sup>



**48 hours** of standardized, evidence-based curriculum focused on application of professional role skills. **Curricular themes:** Leadership, Quality Outcomes, Professional Role, Scholarship for Nursing Practice



**Internationally recognized programs integrated** including End-of-Life Nursing Education Consortium (ELNEC), R<sup>3</sup>: The Resilient Nurses Initiative of Maryland, and American Academy of Ambulatory Care Nursing (AAACN)



**Parallel support programs:** Facilitator training, preceptor program, mentor resources

1 NSI Nursing Solutions Incorporated (2024). 2024 NSI National Health Care Retention & RN Staffing Report. Retrieved from [https://www.nsinursingsolutions.com/Documents/Library/NSI\\_National\\_Health\\_Care\\_Retention\\_Report.pdf](https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf)

### Skill Growth

Scale = 1.0 is completely uncomfortable, 2.0 is somewhat uncomfortable, 3.0 is somewhat comfortable to 4.0 is completely comfortable

#### Most skill growth over the 12-month NRP:

- Central line: jumped 0.69
- MD communication: jumped 0.80
- Blood administration: jumped 0.94

#### Most beneficial curricular topics:

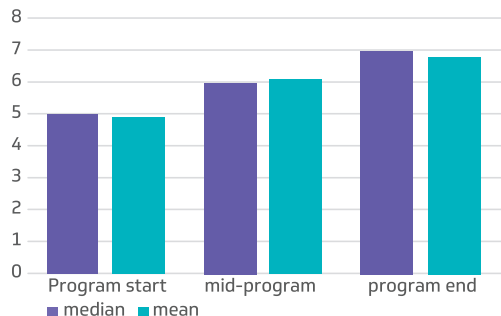
- Medication safety and management
- Nursing ethics
- Infection prevention and control

### Perceived competence

5-7 Using a 0 to 10 scale, nurse residents rated their competence at a mean level of about 5 at the start of the program, just over 6 at mid-program, and near 7 at program completion. Their self-assessments support the common assertion that it can take up to 5 years for a new nurse to become fully competent.

#### Median and means for perceived competence during duration of program

- Program start: 5
- Mid-program: 6
- Program end: 7

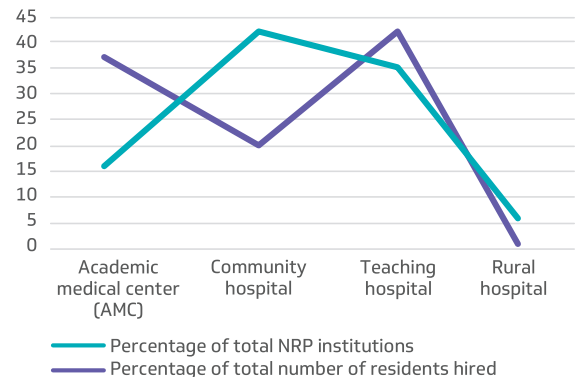


**40 different unit types** for each nurse resident's employing unit

#### Most common unit types

- Medical – surgical unit: 13%
- Emergency department: 12%
- Telemetry unit: 7%

**Percentage** of NRP institutions and percentage of nurse residents **hired** in each type of institution.



To learn more about NRP, contact [NRPinfo@vizientinc.com](mailto:NRPinfo@vizientinc.com).

