Building the future: New Grad Residency tactical expansion as a staffing crisis response

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Purpose

Nursing shortages have increased traveler utilization in many hospitals. This project evaluated if increasing the total number of nurses entering the Transition into Practice (TIP) program would decrease traveler utilization, decrease vacancies, and result in cost savings for the hospital.
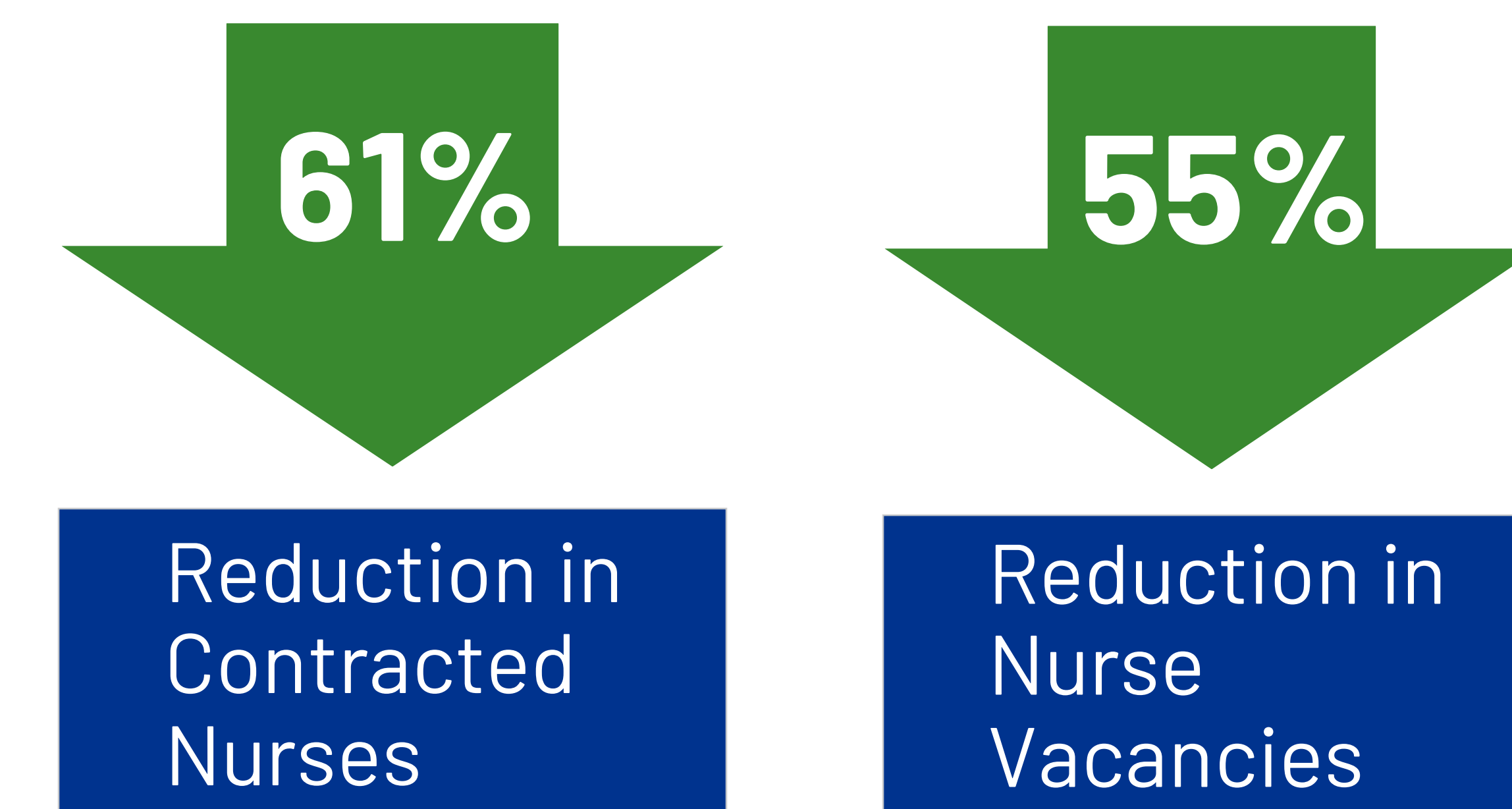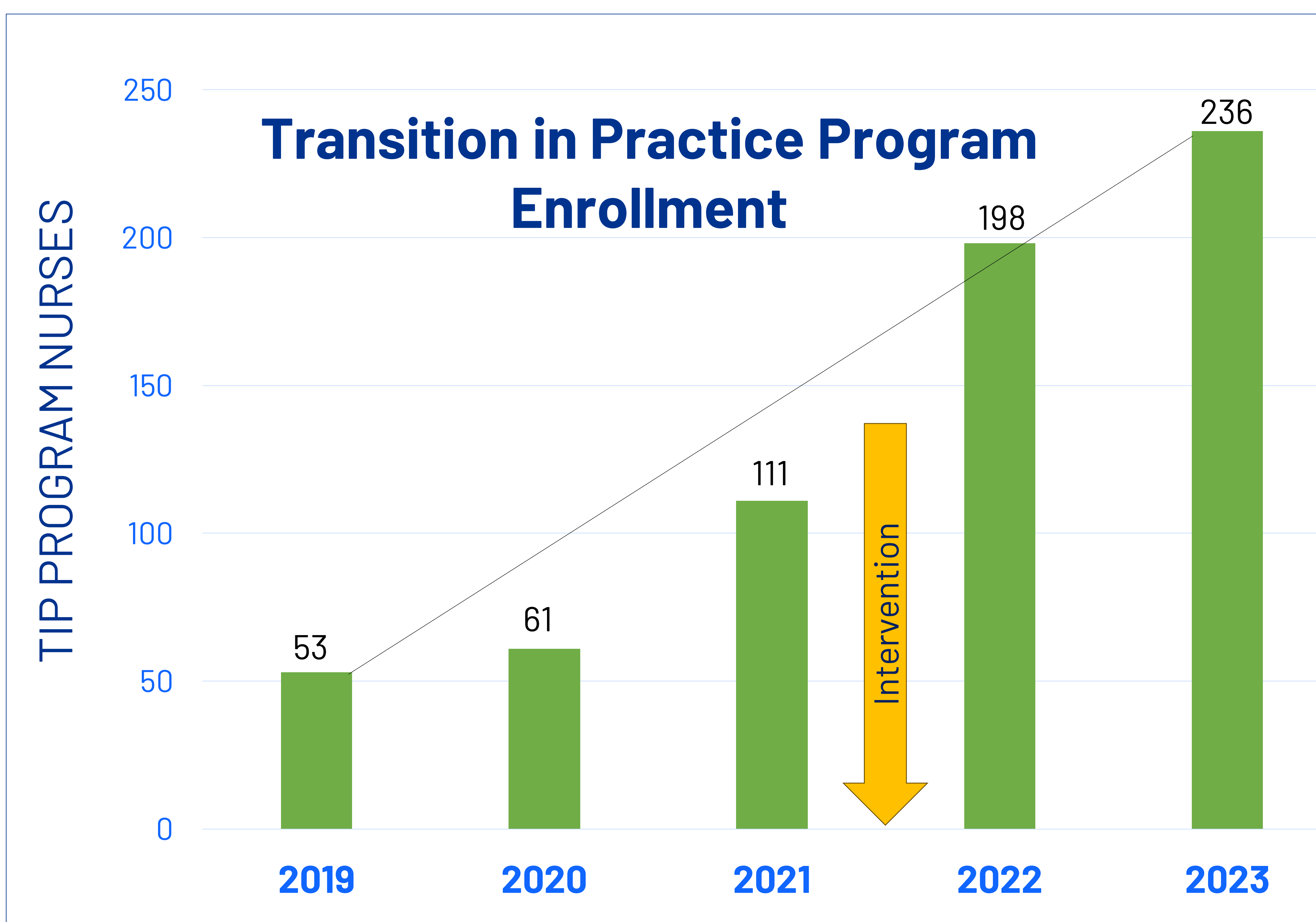
Background

Travel nursing results in increased organization costs and can have negative patient outcomes. In 2021 an existing Practice Transition Accreditation Program (PTAP) TIP program was identified as a key strategy to increase hiring at a 442-bed metro hospital. In 2022 executive nurse leaders encouraged hiring managers to expand typical specialty projection reinforcing the TIP program as the key strategic plan for filling vacancies and reducing travelers for the hospital.

Methods

- Clinical education, leadership, and Talent Acquisition collaboration to strengthen hiring strategies.
- Interview and hiring events to reduce offer declination.
- TIP Fellowships for experienced nurses to promote internal retention and reduce vacancies in specialties.
- Staff nurses trained as adjunct faculty to assist with increased class sizes.
- Preceptor education and development.
- Tracking and documentation strategies to manage the large cohorts while maintaining PTAP standards.

Transition in Practice Program Enrollment

TIP PROGRAM NURSES

- 2019: 53
- 2020: 61
- 2021: 111 (Intervention)
- 2022: 198
- 2023: 236

Results

From 2021 to 2023 the number of contract nurses reduced by 61% and the vacancies decreased 55%. Cost savings to the hospital was estimated at $5 million. Despite the accelerated growth, there was no significant change to 1 year retention.

61% — Reduction in Contracted Nurses

55% — Reduction in Nurse Vacancies

Implications for Practice

The utilization of a Transition into Practice program with aggressive hiring strategies and leadership support can decrease traveler burden resulting in cost savings for organizations.

For references and additional information, please use the QR code to view the electronic poster online.