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Building Pipelines: Partnering for Successful RN Residency

LeAnn Ogilvie

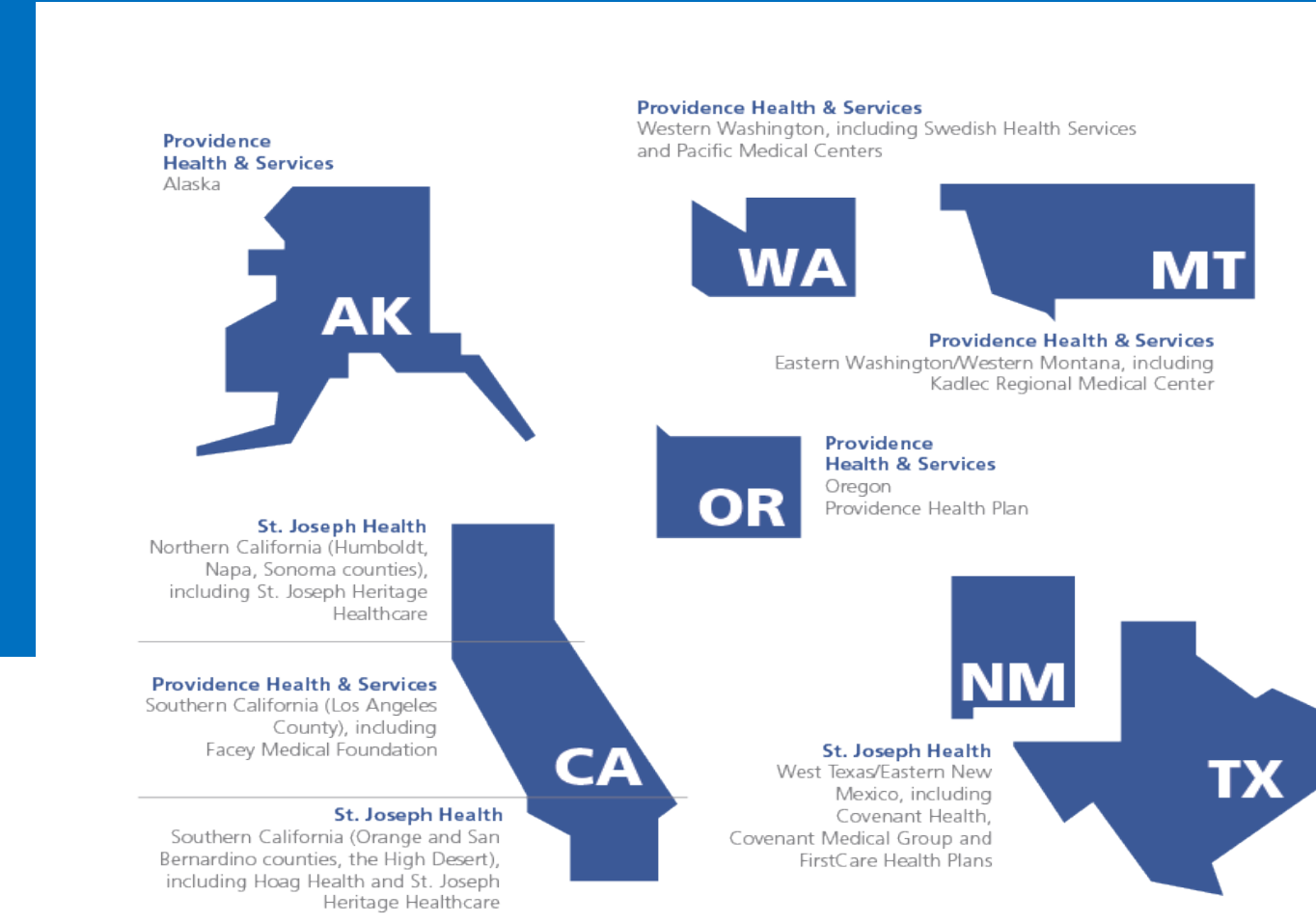
Laurie Ryan-McDonald

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Supporting RN Managers to REDUCE RN TURNOVER by 50% and REDUCE RN AGENCY by 50%



Building Pipelines: Partnering for Successful RN Residency

LeAnn Ogilvie, MSN, RN and Laurie Ryan-McDonald, BSN, MHA

Background

In 2015 Providence St. Joseph Health had a first-year RN Turnover rate of 25% and spent \$115 million in agency RNs. Executive leaders identified a need for a system-wide strategy to decrease nursing turnover, eliminate dependency on agency nursing while maintaining high quality patient care.

Project Aim

Reduce RN first year turnover, decrease agency and deliver well-prepared, clinically confident RNs.

Actions Taken

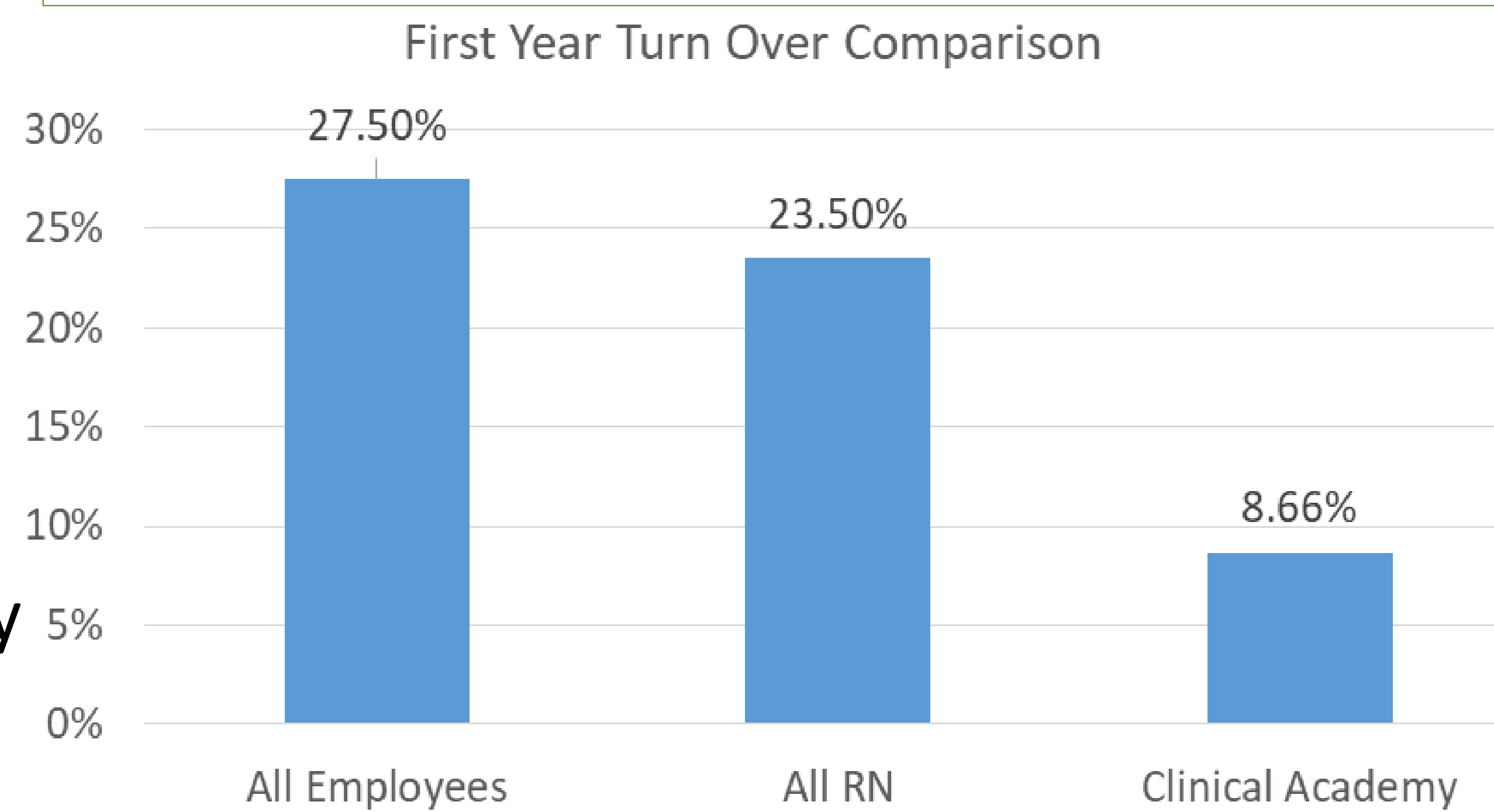
Create a multi-faceted RN transition to practice (TIP) programs (Clinical Academy) across 7 states and multiple healthcare settings (acute and ambulatory). Leverage partnerships with Clinical Productivity to ease the way for frontline RN Managers to engage in TIP programs.

Productivity: Normalize and Move TIP hours off RN Manager Productivity

- Identify TIP program participants by unit
- Determine hours to be normalized based on use of the standardized TIP curriculum
- Move normalized hours to non-benchmarked cost center

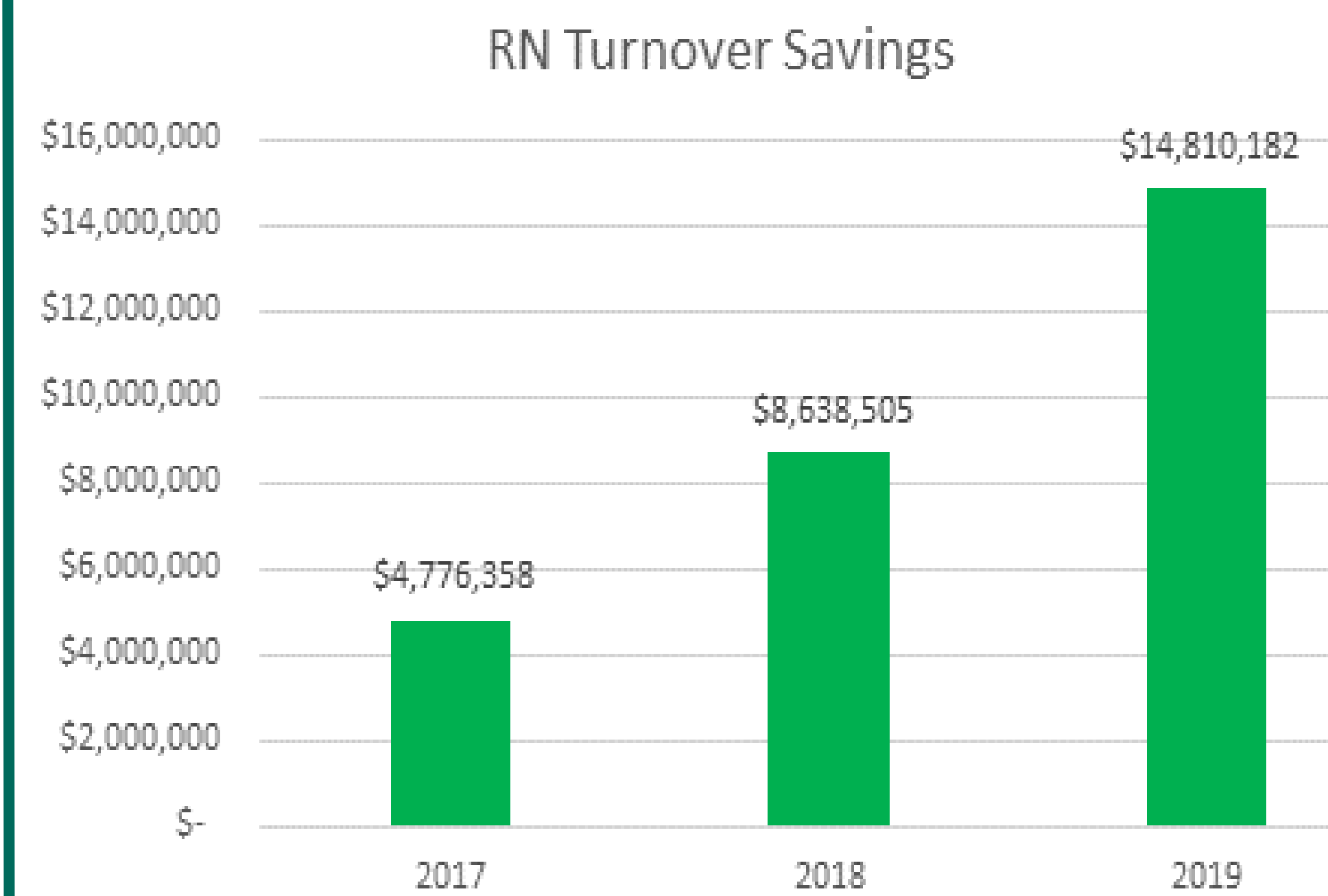
Results

- **7,800 RNs** through Clinical Academy
- 22 Specialties/40+ Simulations
- **134,788 RN TIP hours** normalized
- **\$5.7 M back** from normalized hours
- **First Year RN Turnover ↓ >50%**

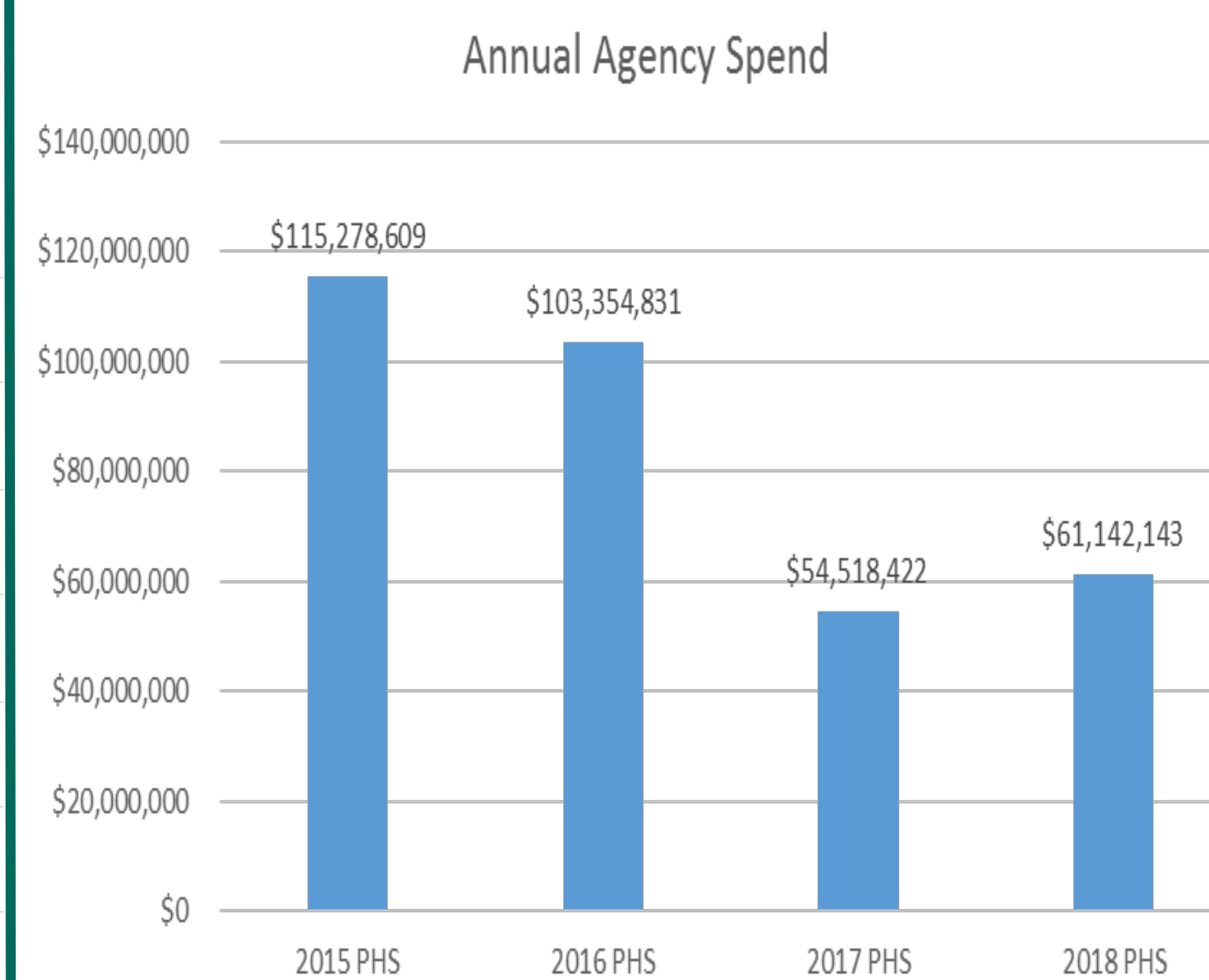


Clinical Academy TIP Savings

\$28 Million Saved in Avoided RN Turnover



\$127 Million Saved in Avoided RN Agency



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