Develop and Retain Competent, Confident Nurses

HELP NEW NURSES MAKE THE TRANSITION FROM EDUCATION TO SUCCESSFUL PRACTICE

The award winning* Nurse Residency Pathway is a structured yet flexible program designed to address the challenges faced by new graduate nurses as they make the transition to professional practice. By providing the necessary support new nurses need, the Pathway helps to effectively close the academic-to-practice gap, so that hospitals retain safe, competent, and confident nurses who are prepared to continue their professional growth. HealthStream’s Nurse Residency Pathway is a 12-month program, beginning with 12+ weeks of intensive blended learning, followed by ongoing monthly sessions designed to build upon what the Resident Nurse is experiencing in clinical practice.

Supporting a Blended Learning Approach

“New graduate nurses often have feelings of insecurity, inadequacy, and inordinate anxiety when beginning their career. We are blessed to be partnering with HealthStream to support the competence and confidence of our new nurses in a unique pathway for their first year of employment.”

R. Paul Guidroz, MSN, RN, Chief Nursing Officer, CHRISTUS-St. Elizabeth

IMPACT

- Verify Cohort Strengths and Gaps
- Improve Confidence and Competence of New Graduate Nurses
- Enable and Validate Knowledge Application
- Reduce RN Turnover in the First Two Years of Practice
- Foster Peer Relationships
- Measure Program Effectiveness
- Support of IOM’s Future of Nursing Report Recommendation 3
FEATURES:
HealthStream’s Nurse Residency Pathway is thoughtfully aligned to industry best practices. Its uniqueness in the marketplace is derived through its:

Pathways Engagement Coach
• A Pathways Engagement Coach provides one-on-one support to ensure that technical and workflow aspects of the Pathway flow seamlessly. Coaches are Registered Nurses with clinical education experience and working knowledge of HealthStream tools; their focus is on helping your organization develop the internal capabilities to manage the Pathway with confidence.

Assessments
• HealthStream’s proprietary Nurse Confidence Survey™ is the industry’s only scientifically validated tool of its kind that focuses solely on nursing confidence across multiple domains of practice.
• Nurse Residency Knowledge Exam measures generalist nursing knowledge.
• Select International® Caring Behaviors Assessment (C.A.R.E.S.)™ identifies behavioral tendencies across five factors.

World-Class Blended Learning Curriculum
• Leverages evidence-based content from leading associations and publishers. Utilizes multiple modalities, including online learning, mobile skills checklists, facilitator guides, and interactive virtual environments.

Reflective Practice
• Supports reflective practice activities, through a facilitator guide, and use of a private mobile community site that also fosters peer networking, discussion boards, and coordination of cohort activities.

Proprietary Competency Dictionary™
• Used as the foundation to validate competency across the elements of knowledge, skills, attitudes, and judgment.

PathFinder Control Center™
• Includes 24/7 access to individual and cohort-based performance through initial and periodic assessments of knowledge attainment and confidence levels, and insight into overall Pathway progress. Exclusively from HealthStream is the inclusion of national benchmarks, providing leaders with key perspectives about their program’s impact.

Initiation of Nurse Resident ePortfolio
• HealthStream ePortfolio™ uses patented technology to provide an intuitive solution for professional portfolio management and allows your staff to maintain a lifelong learning record.

INITIATIVES AND GOALS SUPPORTED:
• Customers have successfully achieved accreditation through ANCC’s Practice Transition Accreditation Program (PTAP)™ using HealthStream’s Nurse Residency Pathway.

RECOMMENDED FOR:
• All hospitals hiring new graduate nurses entering into med-surg or any of the key clinical specialties

POTENTIAL TURNOVER SAVINGS:
400 Bed Hospital
100 New Graduate Nurses/Year
Cost of Replacement $85,000

30% FIRST YEAR TURNOVER
REDUCE BY 3% = 27% TURNOVER
$255K ANNUAL SAVINGS

REDUCE BY 7% = 23% TURNOVER
$595K ANNUAL SAVINGS

REDUCE BY 14% = NATIONAL AVERAGE 16%
$1.2M ANNUAL SAVINGS

*Received a silver award for Best Advance in an Integrated Talent Management Platform and a bronze for Best Advance in Onboarding Technology in 2016 by the Brandon Hall Group Excellence in Technology Awards.