

Unique Approach to Hiring New Graduate Nurses

AMAZING
THINGS
ARE
HAPPENING
HERE

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NYP Facts and Statistics

- ❑ 6 Campuses
- ❑ 2,600 Beds
- ❑ 21,000 Employees
- ❑ 6,500 Physicians
- ❑ 115,000 Discharges
- ❑ 1.9 Million Outpatient Visits
- ❑ 300,000 Emergency Department Visits
- ❑ \$4.0 Billion Total Revenues

NYP Nursing Workforce

- ❑ 5,300 RNs
- ❑ 92.8% RNs with BSN or higher
- ❑ 31.7% RNs with specialty certification
- ❑ 4.3% Vacancy Rate
- ❑ 7.5% Turnover Rate
- ❑ 1,382 new graduates passed online screening from July to October

AMN Healthcare

- ❑ Less than 40% fill rate for NYP daily per diem RN needs
- ❑ Limited pool of experienced RNs
- ❑ No facility to train new graduates

NewYork-Presbyterian, AMN Healthcare, Gotham Nursing Agency Partnership

Purpose

- Assist the new graduate RN in the transition from student to professional RN
 - Provide new graduate RN with tools and experiences necessary to begin a successful career
 - Assist the new graduate RN develop clinical and leadership skills through professional development

Specific Objectives

- ❑ Transition new graduate from entry-level, advanced beginner nurse to competent professional nurse
- ❑ Develop effective decision-making and clinical judgment skills
- ❑ Strengthen commitment to nursing as a professional career choice
- ❑ Incorporate research-based evidence into practice
- ❑ Formulate individual career development plans
- ❑ Position new graduates for full time employment by NYP

Program Logistics

- ❑ AMN subcontracts with Gotham
- ❑ AMN/Gotham credentials, employs and manages new graduates
- ❑ NYP provides educators, preceptors, training space for new graduates
- ❑ 6 Month Residency program for new graduates
- ❑ Reflective practice sessions
- ❑ Ongoing clinical evaluation

Eligibility Criteria

- ❑ Graduate of an accredited BSN program
- ❑ Cumulative GPA of 3.0 or greater
- ❑ Current NYS RN license
- ❑ Previous patient-focused hospital experience independent of nursing school rotations
- ❑ Two letters of recommendation
- ❑ Meet NYP's per diem/agency nurse credentialing requirements

New Graduate Commitment

- ❑ 12 month employment to AMN
- ❑ Work 36 hours per week or 72 hours per 2 week pay period
- ❑ Availability on days, nights, weekends and holidays
- ❑ Agreement to pay AMN a monetary penalty if does not meet the terms of the residency program agreement

Program Description

- ❑ Enroll 20 new graduates as a pilot
- ❑ Primary focus in general medical-surgical nursing
- ❑ Same orientation as current NYP orientation
- ❑ Orientation with a preceptor on one unit with rotation to others as appropriate
- ❑ Participation in a 6-month residency
- ❑ Join AMN supplemental staffing pool after successful orientation

Outcomes

- ❑ Win for all Partners
- ❑ No quality concerns
- ❑ 19 new graduates continue in the working as daily per diem float agency RNs
- ❑ Increased ability to meet daily per diem staffing needs
- ❑ Positive feedback from new graduates, staff nurses and unit leadership

Benefits for NYP

- Increase the pool of experienced RN applicants for recruitment and employment by NYP
- Decrease training and orientation costs
- Enhance availability of experienced agency RNs
- Increased ability to flex staffing up and down using per diem agency nurses
- Increase retention and reduce turnover of new nurse graduates
- Support the nursing profession by increasing new graduate RN opportunities in the NYC market

Next Steps

- ❑ Start second cohort November 2013
- ❑ Expand to general pediatrics and mother/baby
- ❑ Integrate new graduates into NYP hospital/nursing orientation
- ❑ Continue to evaluate program and need for additional nurses at all campuses

Questions?