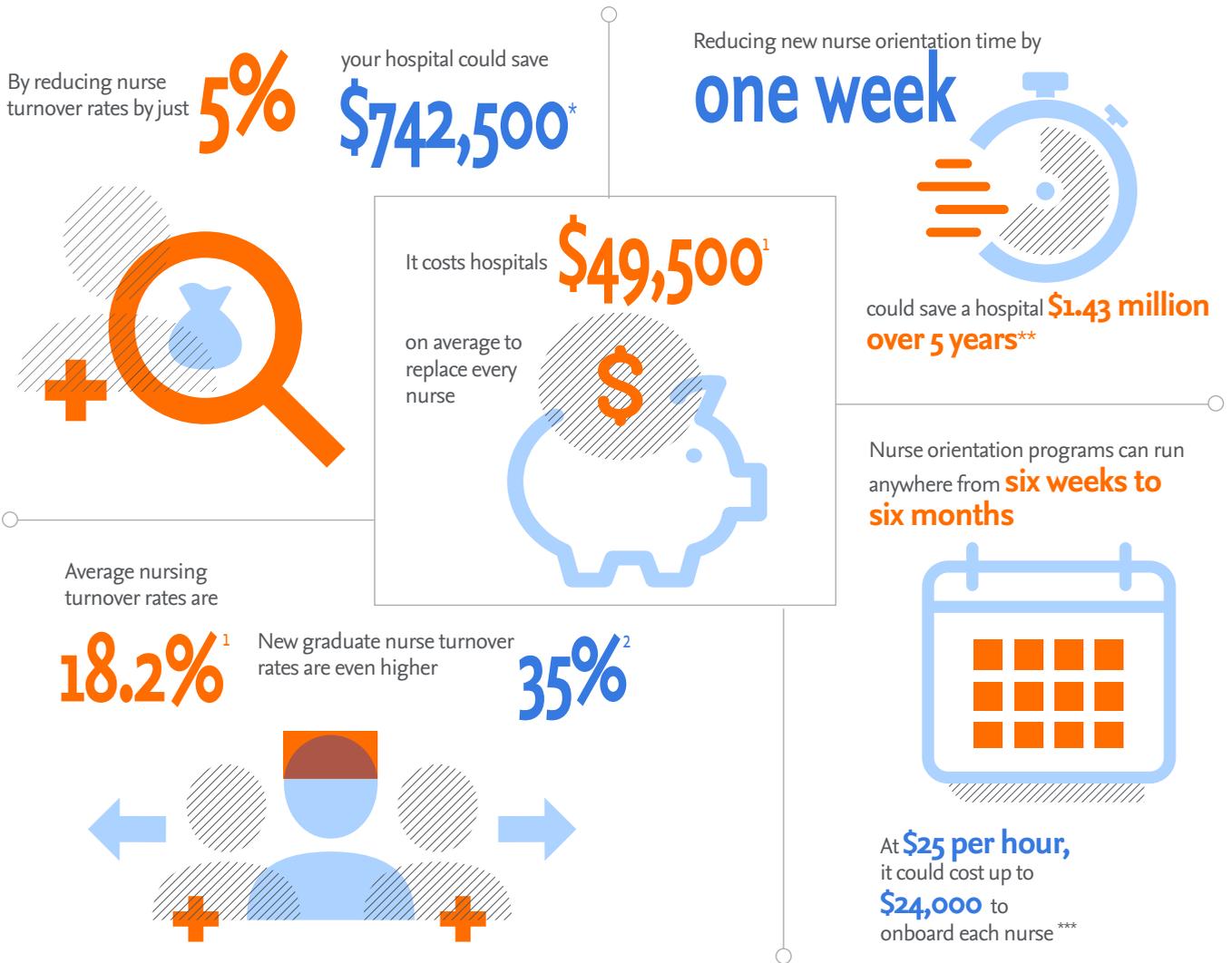




ELSEVIER

The staggering impact of orientation and retention on your bottom line

Hospitals are under continuous pressure to reduce costs and turnover, while increasing the efficiency of their staff. How are these goals addressed when orientation for new nurses is a costly and time-consuming investment, and hospital turnover rates are 18.2%¹ on average? The impact is staggering. To combat turnover rates and reduce orientation and continuing education costs for new nurses, hospitals are turning to standardized orientation programs and evidence-based clinical resources. Providing trusted, consistent content across the entire care experience helps to engage and retain nursing staff. When nurses have the right tools at their fingertips no matter their stage in the nursing journey, they will feel engaged and confident in their practice.



*Based on an IDN that employs 300 nurses with an 18.2% turnover rate and \$49,500 to replace each nurse.

**Based on a hospital with 285 nurses going through orientation for 40 hours per week, and pays their nurses \$25 per hour (\$1,000 per week).

***Based on an 8 hour shift, 5 days a week, for 24 weeks (6 months).

Citation 1: NSI Nursing Solutions, Inc. (2018). 2018 national health care retention & RN staffing report. Retrieved from <http://www.nsinursingsolutions.com/files/assets/library/retention-institute/nationalhealthcareretentionreport2018.pdf>.

Citation 2: Windey, M., Lawrence, C., Guthrie, K., Weeks, D., Sullo, E., & Chapa, D. (2015). A systematic review on interventions supporting preceptor development. *Journal for Nurses in Professional Development*, 31(6), 312-323.