

Background

To promote workforce stability and ensure consistent clinical preparation of new graduate nurses, the development of a standardized, multistate nurse residency program across affiliated hospitals within a single healthcare system was implemented. The program is designed to deliver a cohesive, evidence-based framework for onboarding and supporting nurses during their first year of practice, regardless of geographic location. Leveraging centralized learning management systems, virtual simulation technologies, and shared educator resources, the residency ensures uniform clinical education, skill acquisition, and professional development across state lines.



Objectives/Purpose

Standardization

- Emphasizes the importance of providing a standardized onboarding and orientation process for new graduate nurses across multiple states

Skill Development

- Supporting professional growth and clinical competency through structured mentorship and competency-based evaluations
- Leverage centralized learning platforms and virtual simulation tools to ensure uniform training across geographic locations
- Aims to equip caregivers with the necessary skills and competencies to excel in their roles, thereby enhancing patient care

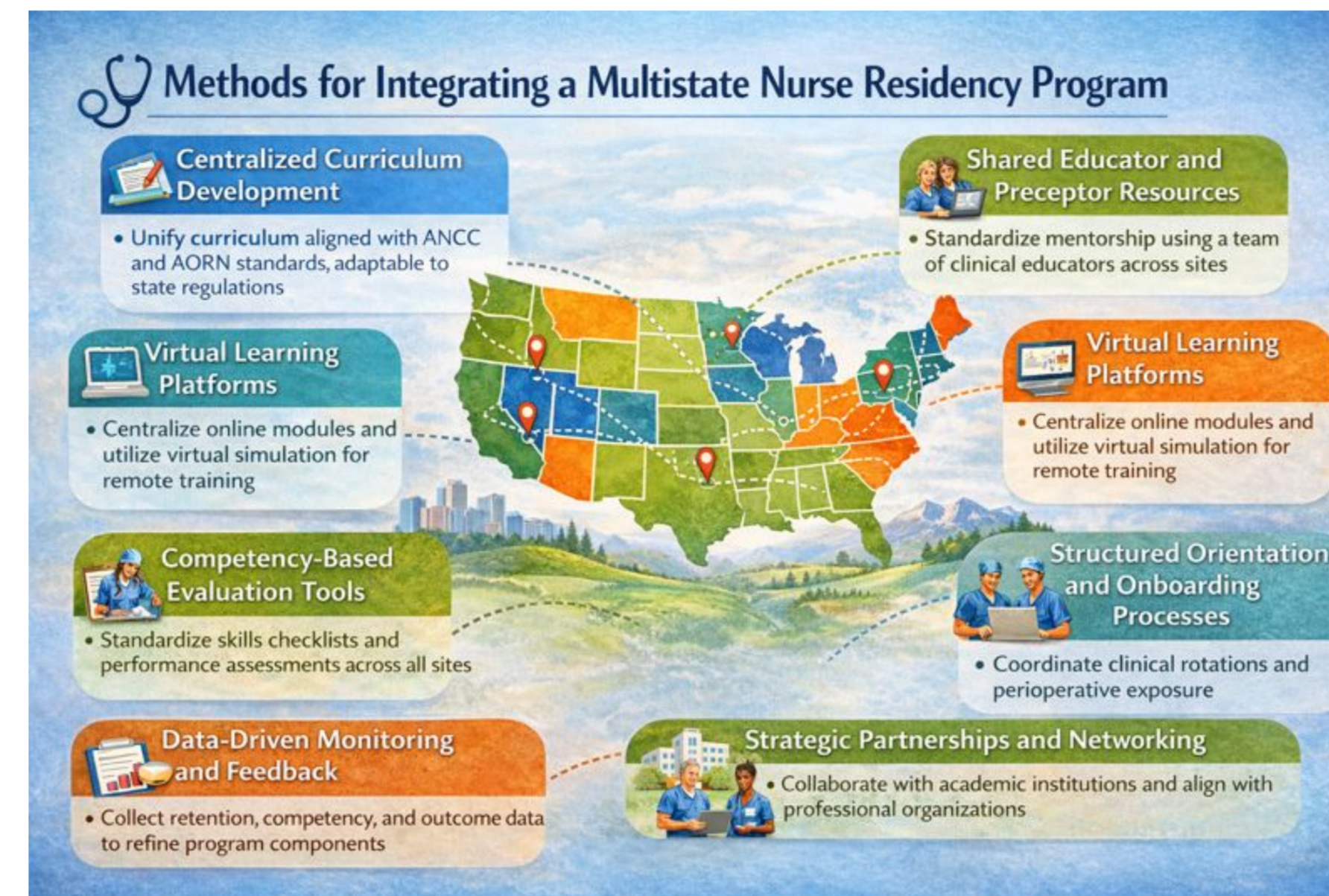
Retention

- Promote nurse retention, reduce onboarding costs and enhance patient outcomes

Nursing Professional Development Specialist Support

- provides critical support to nurse educators by reducing variability, duplication of effort, and administrative burden

Methods



Outcomes

Improved Nurse Retention

- Increased first-year retention rates of new graduate nurses
- Reduced turnover across multiple hospital sites

Enhanced Clinical Competence and Readiness

- Higher proficiency in perioperative skills and patient care practices
- Consistent clinical performance regardless of geographic location

Standardized Professional Development

- Uniform achievement of competencies across all participating states
- Structured mentorship promotes confidence, leadership, and professional growth

Cost Reduction and Operational Efficiency

- Lowered onboarding and orientation costs through shared resources and centralized training
- Streamlined onboarding reduces duplication of effort and variability across hospitals

Improved Patient Outcomes

- Safer, more consistent patient care due to standardized training
- Reduced errors and enhanced adherence to evidence-based perioperative practices

Scalable Workforce Model

- A flexible framework that can expand to additional hospitals or states
- Supports long-term strategic workforce planning and succession

Stronger Alignment with National Standards

- Curriculum and evaluations aligned with ANCC, AORN, and other regulatory benchmarks
- Facilitates accreditation readiness and professional recognition

Conclusion

A standardized multistate nurse residency program strengthens workforce stability, enhances clinical competence, and supports professional growth for new graduate nurses. By providing consistent training, structured mentorship, and competency-based evaluation across locations, the program improves nurse retention, reduces onboarding costs, and promotes better patient outcomes. This scalable, evidence-based model positions healthcare systems to lead in perioperative nursing development. Ultimately, standardization and course synchronization empower nurse educators to work more efficiently, maintain educational quality, and sustain a cohesive, evidence-based residency experience that supports both educator well-being and resident success.



References

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