

4 Steps to Hire and Retain Your Best Nurses

With national nurse turnover at 17% and the cost of replacing a single nurse estimated to be \$37-58K, hospitals need innovative ways to build and retain a stronger nurse workforce. Relias offers a suite of assessment and learning solutions to reduce nurse turnover, improve onboarding programs, evaluate competency, and develop the next generation of nurse leaders.



Are you hiring candidates based on best fit and predicted success?

STEP 1: Hire the right nurses from the start.

CHALLENGE

Poor hiring decisions impact your turnover, and ultimately, your patient experience. Do you hire based on subjective preferences or immediate need versus the best fit for the role and culture? If so, now is the time to make smarter choices and standardize your pre-hire screening.

SOLUTION

Relias Assessments, formerly Prophecy®, helps identify the strongest nurse candidates prior to hire and place them in the best-fitting specialties. Designed by nurses, our assessments give insight into a candidate's clinical knowledge, situational awareness, and behavioral traits to predict success. Relias Assessments has proven to reduce onboarding time by 1/3, reduce nurse turnover 81%, and improve nurse satisfaction.



Are you onboarding your nurses efficiently and effectively?

STEP 2: Tailor onboarding to the individual

CHALLENGE

Onboarding is critical to a nurse's future productivity and retention. However, most hospitals have traditional, one-size-fits-all onboarding programs. This can lead to decreased engagement, inefficient use of resources, and/or high variation of knowledge and skills.

SOLUTION

Relias Onboarding prepares nurses to practice in the top four hospital specialties (Med/Surg, ICU, L&D, ER), and is the only onboarding learning platform that personalizes education to the individual. Relias Onboarding increases speed to independent practice, improves nurse satisfaction by educating only on what the nurse needs to know, and provides performance data to support readiness to practice.



Are you investing in your nurses' growth and development?

STEP 3: Evaluate and enhance nurse competency.

CHALLENGE

Your nurses influence your clinical outcomes. With increasing levels of acuity and complexity in diverse populations, patient-centered care requires a deep level of understanding of current evidence-based practices and different factors that can impact health.

SOLUTION

Relias provides clinical assessments and advanced education to continuously measure and develop nurse competency. Improve performance on key areas, such as preventing opioid abuse, reducing readmissions, and improving patient experience. Your nurses will have access to thousands of accredited courses built around adult learning principles and earn free CE/CMEs to maintain certifications and licensures.



Are you developing the next generation of nurse leaders?

STEP 4: Develop your residing and emerging leaders.

CHALLENGE

Your nurses' immediate relationship with their manager is one of the most important drivers of job satisfaction, engagement, and ultimately, retention. Unfortunately, many nurses are placed into managerial positions with little to no preparation, education, or mentoring.

SOLUTION

Relias combines world-class leadership development content with brain science to help develop great leaders, who build and support high-performing teams. Partnering with Skillsoft®, used by Fortune 100 companies, Relias offers leadership-specific learning plans on topics, including change management, performance feedback, and more.

Get started on building a strong, satisfied nurse workforce, who stays with you longer and provides better care. Learn more about Relias' full-suite nurse solution that helps hire, onboard, and continuously develop your staff by visiting www.relias.com/best-nurses.

Are you ready to get started on hiring and retaining your best nurses?

GET STARTED

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