



CASE STUDY



Transforming a Nurse Residency Program with Explorance Blue and OpusVi

About OpusVi

OpusVi partners with healthcare organizations to build transformative workforce solutions. They have developed a workforce development platform that enables healthcare systems and organizations to upskill and retain top talents.

Dedicated to providing the best client experience, OpusVi have designed custom online and hybrid programs and workforce development solutions that improve and positively impact talent retention as much as patient health and quality of care.

OpusVi remain leaders in the healthcare education space by creating scalable, cutting-edge solutions through innovative technologies, clinical expertise, and evidence-based training alongside the industry's top subject matter experts and academic institutions.



CHALLENGE

Enhancing Nurse Retention and Quality of Patient Care

One of the nation's largest health systems faced a multifaceted challenge: enhancing nurse retention, reducing turnover costs, improving nurse well-being, and ensuring the competency and quality of patient care. To tackle these issues head-on, they recognized the need for a Nurse Residency program that would standardize excellence, deliver evidence-based clinical practices, and support new nurses' transition into practice.

In the mission to address their challenges comprehensively, the healthcare system opted for OpusVi's Nurse Residency platform. Realizing the importance of a robust survey and evaluation solution to help track program engagement and efficacy, OpusVi engaged in conversation with the Explorance team at an industry conference for Educational Technology.

SOLUTION

A Customized Feedback Solution

OpusVi chose Explorance's Blue solution for its ability to gather feedback across various stages of the nursing program, covering content, educational methods, and mentorship/preceptorship. Other solutions lacked the ability for full customization to accomplish OpusVi's vision for the program lifecycle.

Explorance Blue promises to provide invaluable insights into why nursing programs experience high turnover and low work satisfaction. Continuous feedback gathered through Blue would also offer a comprehensive understanding of the program's effectiveness and areas for improvement.

Explorance Blue was selected due to its unparalleled customizability, which was essential for administering and analyzing data across the complex Nurse Residency program. With over 40 touchpoints spread over 12 months, other solutions lacked the flexibility required to meet the program's demands. Furthermore, Explorance's unwavering dedication to customer service and commitment to supporting OpusVi's vision solidified the partnership.

OUTCOME

Transformative Results for the Nurse Residency Program

The collaboration between OpusVi and Explorance yielded remarkable outcomes for the health system, demonstrating the efficacy of their combined efforts. Firstly, the implementation of OpusVi's Nurse Residency program, supported by Explorance Blue, led to a significant improvement in nurse retention. With a retention rate exceeding 90%, compared to their previous average of 50%, the health system achieved unprecedented success, resulting in substantial cost savings from reduced turnover and hiring expenses, amounting to millions of dollars.

Secondly, the integration of the two solutions provided the health system's leadership with access to real-time data across the organization, enhancing decision-making processes. Empowered by this data-driven approach, leaders could make informed decisions regarding new graduate progression, identify challenges, and celebrate achievements, thereby contributing to the overall success of the Nurse Residency program.

Moreover, the Nurse Residency program, supported by Explorance Blue, facilitated frequent and structured interactions between residents, preceptors, unit leaders, educators, and mentors. This emphasis on engagement led to increased role satisfaction and well-being among new employees during their crucial first 12 months of employment. As a result, the improved job satisfaction positively impacted overall nurse retention and, ultimately, patient care quality.

In summary, the collaborative efforts of OpusVi and Explorance delivered transformative outcomes for the health system, including enhanced nurse retention, improved decision-making through real-time data insights, and increased job satisfaction among new nurses.



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