





Innovative Strategies to Improve Registered Nurse (RN) Recruitment and Retention

Effective Strategies—Beyond Monetary Increases—Being Used by New York Hospitals to Improve RN Recruitment and Retention

-  **Improving Workplace Culture**
 - Empower nurses to be involved in hospital decisions
 - Support leadership and preceptor development
 - Create tranquility/recharge break rooms
 - Enforce violence prevention and de-escalation tactics

-  **Enhancing RN Preparedness**
 - Create nurse residencies to support new RN graduates' transition to practice
 - Have hospital RNs serve as adjunct faculty in local RN education programs
 - Offer summer student nurse externships

-  **Implementing Virtual Nursing**
 - Reduces administrative and clinical demands of patient care RNs
 - Allows monitoring of multiple patients at once
 - Enhances patient/family communication and discharge planning

-  **Utilizing Internal Float Pools/In-House Agencies**
 - Builds opportunities for staff to pick up extra shifts for extra pay
 - Reduces need for traveling nurses



Read Full Report: [Understanding and Responding to Registered Nursing Shortages in Acute Care Hospitals in New York](#) (July 2024)

120224