

THRIVE: A model for retaining and growing Nursing Professionals *from the ground UP!*

GOAL

Improve entry level nursing professional retention by creating stable teams committed to excellent patient care and satisfaction – at a positive net ROI.

THRIVE PROGRAM

The **THRIVE** program supports entry level nursing professionals by providing:

- Non-clinical skills development
- Referrals to organization and community resources to address barriers to employment
- Trusted workforce coaching
- Guidance for growth in healthcare career

Strong Three-Way Supportive Partnership:

- Caregiver
- Nurse Leader
- THRIVE Coach



Unit Resources & Toolkits:

Helpful “bite-sized” reference topics for improving conflict resolution communication, teamwork, and more.



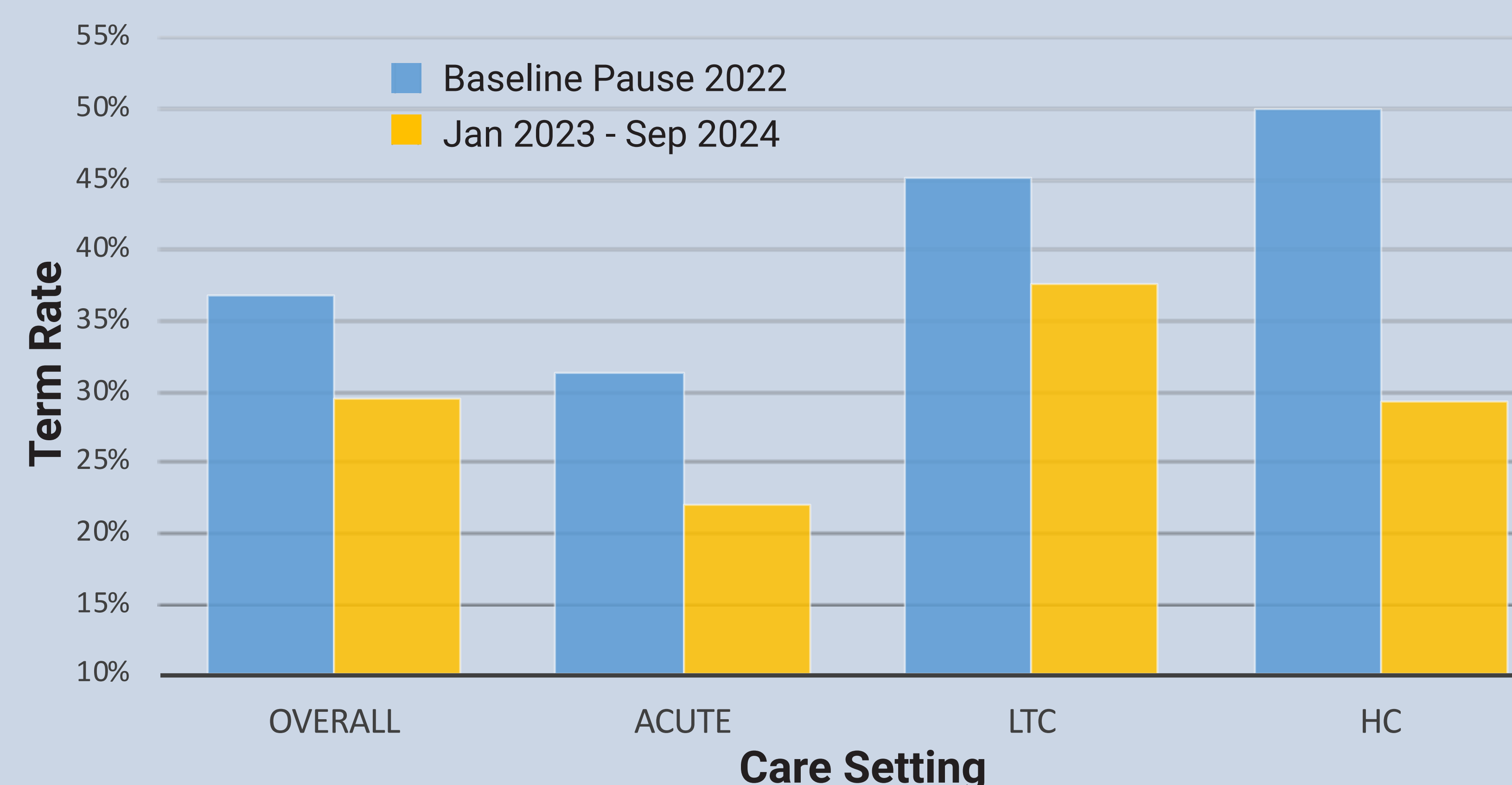
RESULTS

THRIVE has reduced 90 day turnover by 7.3% for entry level nursing professionals from January 2023 to September 2024.

THRIVE has supported 26 promotions to RN, LPN and nursing supervisor!

THRIVE has addressed barriers to employment for 21% of new hires.

Entry Level Nursing Professionals 90-Day Term Rates by Care Setting



73 Promotions/Transfers of THRIVE Nurse Assistants (NA) ...100% Retention!

- 1 Nursing Supervisor
- 22 RN
- 3 LPN
- 1 Medical Assistant
- 4 Unit Clerks
- 1 Surgical Tech
- 2 Cardiac Tech
- 1 Sterile Processing Tech
- 28 Advanced NA
- 10 Right Fit Positions

BENEFITS

Higher nurse leader satisfaction resulting from entry level caregivers committed to improving patient care and patient satisfaction. *A true healthcare team of teams!*

SUCCESS STORY

Turnover among Nursing Assistants, Certified Nursing Assistants, and Patient Care Techs increased by 25% during COVID according to a study published in JAMA*.

THRIVE held turnover steady at Catholic Health during COVID at both acute and long-term care sites.

In 2022, **THRIVE** was revamped to provide targeted assistance and reduce costs.

From 2023-2024, **THRIVE 1.2** reduced turnover for 1,008 entry level nursing professionals at a better than break-even ROI.

INVESTMENT

Academic support for the THRIVE foundational concept of investment in frontline workers is echoed in a Harvard Business Review article (May-June 2023). Scan here to read the article.



MORE

For more information on THRIVE: email tbianchi@chsbuffalo.org or call (716) 574-3903



Scan here to review additional **THRIVE** toolkit samples.

 Pilot funding from: Ralph C. Wilson, Jr. Foundation

AONL 2025
INSPIRING LEADERS

*Source: Frogner BK, Dill JS. Tracking Turnover Among Health Care Workers During the COVID-19 Pandemic: A Cross-sectional Study. JAMA Health Forum. 2022 Apr 8;3(4):e220371. doi: 10.1001/jamahealthforum.2022.0371. PMID: 35977315; PMCID: PMC8994131.