

VERSANT NEW GRADUATE NURSE RESIDENCY™

For 20 years, Versant[®] has guided health systems in successfully improving retention and nurse satisfaction. Experienced clinicians are exiting the healthcare market at an increased rate. By 2030, an estimated one million RN's will retire. The result, for many organizations, is a workforce shortage and decrease in medical knowledge and expertise. There is also a significant financial cost – the estimated cost of turnover is 1.2 times the salary of an existing nurse.

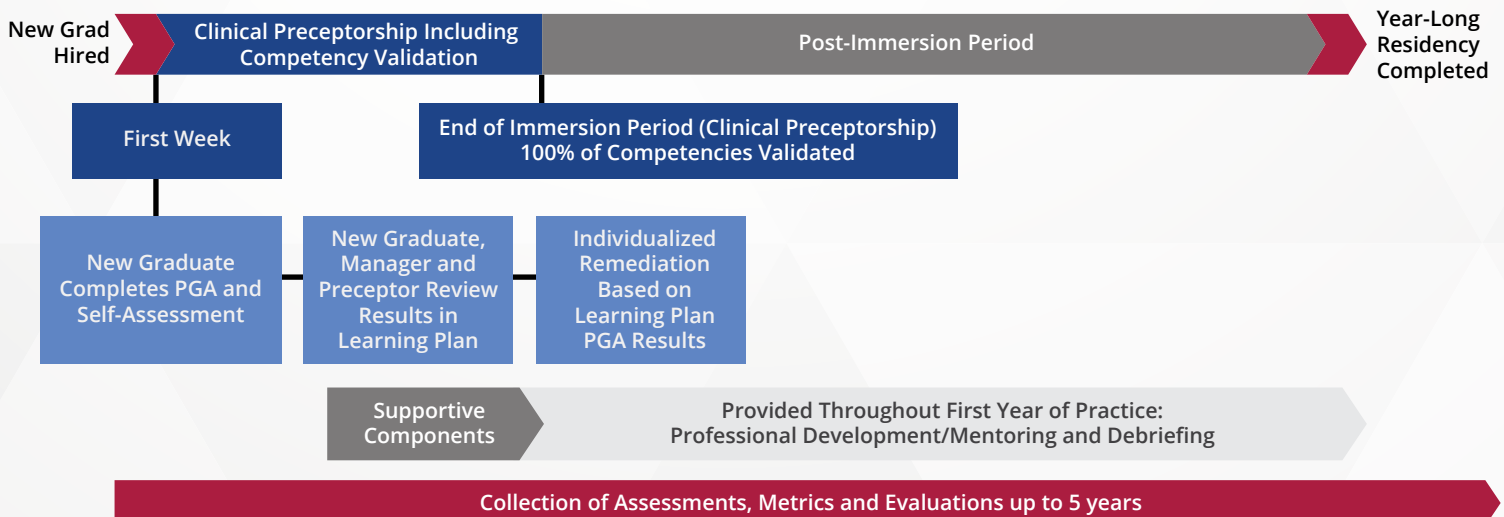
Versant's New Graduate Nurse Residency™ provides organizations a comprehensive assessment, education and competency performance validation system that transitions newly graduated registered nurses to safe, competent, and professional practitioners. This includes guided clinical experience with a preceptor, education and curriculum, a supportive component composed on formal mentoring and debriefing/self-care sessions, and a 360-degree evaluation and measurement process.

New Graduate Nurses will:

- Take a comprehensive competency assessment specific to the role of the new graduate nurse, giving the organization a clear picture of each individual's strengths and opportunities for development
 - *The competency gap assessment is completed on Versant's web-based management system, Versant Voyager[®]. Automatic reports are provided to customize the roadmap for individualized learning*
- Receive competency-specific education to prepare them for competency validation
 - *Performance Support Tools necessary to provide the education are provided by Versant*
- Demonstrate competency to a Versant Validated™ preceptor at the point of care
 - *Versant provides all competencies required of a new graduate nurse*
 - *Versant provides the Versant Preceptor Role Development Program™ and the tools necessary for the organization to validate the required competencies of a preceptor*
 - *The preceptors document the new graduate's performance on Versant Voyager, providing transparency*

Utilizing our proprietary Versant Voyager web-based platform, Versant collects, analyzes, and reports on outcomes data for each organization to demonstrate financial, quality, and safety outcome goals. Using this data, Versant can demonstrate the exact value of the Versant New Graduate Nurse Residency to clients.

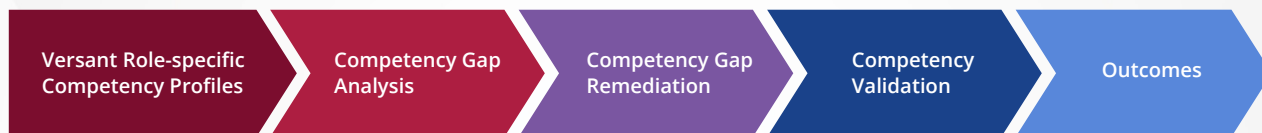
Versant New Graduate Experience



A NEW ERA OF WORKFORCE COMPETENCY




Versant is the only competency-based solution that validates all nurses across the continuum of care at the point of care

VERSANT'S COMPETENCY-BASED SYSTEM ™



Versant Competency-Based Solutions provide a systemic approach to:

- Measuring and evaluating clinical competencies of all nurses
- Training nurses to remediate competency gaps at the point of care
- Onboarding and transitioning nurses to competent clinicians
- Transitioning experienced nurses into a new specialty area of practice
- Tracking outcomes to demonstrate, in real time, program effectiveness

| Nurse Competency Management | | Financial Outcomes Goals | Quality & Safety Outcomes Goals |
|---|--|---|--|
|  <p>Transition to Practice</p> | <p>Using a proprietary competency-based system, we can help with practice transitions across the continuum of care to include new grad residency, transition fellowships for experienced RNs, and advanced practice fellowships.</p> | <ul style="list-style-type: none"> • Drive savings through retention efficiencies • Reduce recruiting resources • Increase continuum of care efficiencies | <ul style="list-style-type: none"> • Assess, remediate, and validate nurse competency at the point of care • Reduce medical errors • Enhance patient satisfaction and quality of care |
|  <p>Professional Development</p> | <p>Our role development program creates nurse leaders. The ability to identify and train individual preceptors can help you increase the competency of others at the point of care which reduces cost and improves the quality and safety of care.</p> | <ul style="list-style-type: none"> • Improve nurse satisfaction and long-term retention • Repurpose nurse leader impact • Serve higher patient census more effectively | <ul style="list-style-type: none"> • Ensure evidence-based practice to prevent medical errors • Increase competency levels across the continuum of care for all nurses |
|  <p>Ongoing Competency Management</p> | <p>Our single, integrated platform can help track workforce competency assessment, remediation and validation across the continuum of care, which can have an impact on the bottom line.</p> | <ul style="list-style-type: none"> • Minimize workforce turnover expenditures • Improve staff to traveler ratios • Ensuring competency currency for the entire workforce | <ul style="list-style-type: none"> • Maximize safety standards compliance • Ensure competency validation for improved retention and satisfaction |

