



Healthcare Competency Solutions

Dedicated to the clinical and professional development of the workforce throughout their careers

# Challenging Times, New Opportunities

## Competency-Based

Competency-based education is a prerequisite to transition to practice. However, experiential and reflective learning that can be assessed, validated, and documented is critical to ensure safe practice. While other services promise improvements through didactic learning, periodic online courses, and monthly meetings, Versant assists clients in creating a confident and empowered workforce capable of thriving in today's healthcare environment.

To help clients reach this goal, Versant has created a competency-based framework that fundamentally transforms healthcare using competency profile assessment, remediation, and validation of state-of-the-art practices that achieve positive patient outcomes. Our integrated, intuitive, and seamless platform allows our partners to validate competencies where they matter most: at the point of care.

## Data-Driven

For more than twenty years, Versant has remained steadfast in our commitment to evidence-based practice. We measure underlying metrics linked to the success of onboarding new graduate nurses and experienced nurses transitioning into new areas of practice (transition fellows). Programmatic, Individual Clinical Performance, and Work Environment outcomes are analyzed and leveraged to assist our client partners in evaluating successes and opportunities to determine solutions that address the needs and achievements of their workforce.

Our data allows Versant to assist our clients by:

1. Achieving positive outcomes towards patient safety, retention, and workforce development.
2. Offering insight and comparisons at the national level reflecting the status of transition to practice and competency management programs.
3. Continuously providing feedback and consulting to improve their workforce development strategy.

## Spans the Healthcare Continuum

Versant is the only competency-based framework to validate competencies for all nurses, from acute care to long-term care, empowering your workforce in their development and performance.

Versant solutions now include New Graduate Residency, Nurse Transition Fellowship, Advanced Practice Registered Nurse Fellowship, Preceptor Role Development, Academic-Practice Bridge Programs for APRNs and New Graduate RNs, Long-Term Care Transition to Practice, Home Health Transition to Practice, Case Management, Competency Currency Management, and Self-Care and Professional Development for the Nursing Workforce.



TRANSITION TO PRACTICE PROGRAMS



ACADEMIC-PRACTICE BRIDGE PROGRAM



PRECEPTOR ROLE DEVELOPMENT



PROFESSIONAL DEVELOPMENT & SELF-CARE



TARGETED COMPETENCY MANAGEMENT



COMPETENCY CURRENCY MANAGEMENT

All offerings are customizable to fit the needs of your organization.



# The Leader in Transition to Practice & Competency Management

Versant has the insights, experience, data, and system to help you deliver better organizational performance that benefits your patients, staff, and bottom line.



**FINANCIAL  
OUTCOME GOALS**



**QUALITY AND SAFETY  
OUTCOME GOALS**



**TRANSITION TO  
PRACTICE PROGRAMS**

Our offerings extend far beyond New Graduate Residencies. From Academic-Practice Bridge programs with nursing schools, transition fellowships for experienced RNs, and advanced practice fellowships – we cover the entire continuum of care.

- Drive savings through retention efficiencies
- Improve nurse satisfaction and long-term retention
- Reduce recruiting resources
- Increase continuum of care efficiencies

- Assess, remediate, and validate nurse competency at the point of care
- Reduce medical errors
- Enhance patient satisfaction and quality of care



**PROFESSIONAL DEVELOPMENT  
& SELF-CARE**

Versant offerings include guided clinical experience with preceptors, education and curriculum, and supportive components composed of formal mentoring and debriefing/self-care sessions.

- Minimize workforce turnover expenditures through increased retention
- Reallocate nurse leadership towards impactful action
- Serve higher patient census more effectively

- Reduce burnout and improve resiliency among existing staff
- Ensure evidence-based practice, preventing medical errors and improving quality of care



**COMPETENCY CURRENCY &  
TARGETED COMPETENCY  
MANAGEMENT**

Our proprietary competency-based framework can help track workforce competency assessment, remediation, and validation across the continuum of care.

- Improve staff to traveler ratios, creating a sustainable staffing model
- Data-driven intervention reduces turnover

- Maximize safety standards compliance across your organization
- Increase competency levels across the continuum of care for all nurses

Visit us at [www.versant.org](http://www.versant.org)



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