

Physician and Advanced Practice Provider Onboarding Program

Effective onboarding drives clinician engagement and retention, and empowers system achievement of cost-effective, high-quality care.

New clinicians can have a powerful influence on the care team and inspire your entire clinical workforce

30%

Approximate turnover rate for newly hired clinicians in their first three years of employment¹

40% & 31%

Proportion of physicians and APPs who will be 65+ over the next decade^{2,3}

35-50%

Proportion of clinicians who report burnout^{2,4,5}

60%

Proportion of employed physicians who believe they have little influence on the healthcare system⁴

The onboarding opportunity

Physicians and advanced practice providers (APPs) represent a delivery system's culture and values to your community and are the foundation of safe and cost-effective care delivery. Yet clinicians often fail to achieve their full potential, in part because these critical members of the care team are rarely onboarded upon hire in an intentional, thorough and consistent manner.

Turnover and burnout are costly

Physician shortages are increasing, and APPs are more widely utilized in many organizations. Turnover and burnout are depleting this valuable resource. When clinicians leave or are crippled by professional distress, patient loyalty, continuity and access are jeopardized. Recruitment expense, training costs and forfeited revenue amount to millions of dollars per year.

Strategic alignment and engagement are critical for success

In today's value-driven environment, clinicians are vital partners in delivering on the organization's mission and strategic priorities. To support and drive your organization's success, clinicians must be invested in, aligned, engaged and supported from day one.

Delivering safe care is difficult in a complex environment

Culture, complexity and human error often interfere with safety. You must partner with your clinicians to provide the safe care you have promised to your patients.

A best-in-class solution

Vizient® has been working with members for years to understand the needs of both clinicians and organizations. The Physician and Advanced Practice Provider Onboarding Program is designed to create a consistent, evidence-based experience that will drive retention, strategic alignment, engagement, safety and well-being.

¹ Cejka Search, American Medical Group Association. 2013 *Physician Retention Survey*. St. Louis, MO: Cejka Search; 2013. (Switch to MGMA?)

² AAMC. (2019). *The Complexities of Physician Supply and Demand: Projections from 2017 to 2032 - 2019 Update*. Washington, D.C.: Association of American Medical Colleges.

³ AANP Nurse Practitioner Compensation: Results from the National Nurse Practitioner Sample Survey, 2019.

⁴ 2018 Survey of America's Physicians, The Physicians Foundation (2018).

⁵ Windover AK, Martinez K, Mercer MB, Neuendorf K, Boissy A, Rothberg MG. Correlates and Outcomes of Physician Burnout Within a Large Academic Medical Center. *JAMA Internal Medicine*, June 2018 178(6):856-858.

What makes the Vizient program unique?

- Best-in class program with the tools you need to implement an effective program quickly
- Personal support from an Advisor during implementation and on an ongoing basis
- Comprehensive curriculum that aligns with accreditation standards and blends national content from Vizient experts with organization-specific content delivered by your system leaders
- Program structure tailored to your unique needs, with 6 and 12 session tracks that can be delivered on your schedule
- Flexible structure and expert support to accommodate a virtual format as needed, or adapt to geographic spread within a system
- Mentor training, delivered annually by Vizient, develops leadership skills within your clinical workforce
- Opportunities for your staff to network and learn from peer health care leaders nationwide
- Outcomes evaluation and benchmarking to promote continuous improvement

Vizient's program impacts clinicians, patients and the organization

Your clinicians and patients will also reap many benefits from your investment in onboarding.

Benefits for physicians and APPs

- Broader view of the health care landscape and their unique contribution
- Increased awareness of system culture, resources, priorities and career pathways
- Opportunities to build skills, teamwork and resilience
- Peer support as part of an onboarding cohort
- One-on-one guidance from a carefully matched, trained mentor
- Improved sense of belonging and community

Benefits for patients

- Better access and continuity of care
- Safer care, enhanced teamwork and better outcomes
- Enhanced patient and family engagement

Benefits for the organization

- Increased organizational loyalty and retention of new clinicians, with associated reduction in turnover expense
- Better engagement, strategic alignment and productivity for newly-hired clinicians
- Improved safety and quality of care
- Connections to national expertise and emerging practices to maximize the clinical workforce investment



To learn more, contact
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As the nation's largest member-driven health care performance improvement company, Vizient provides solutions and services that empower members to deliver high-value care by aligning cost and quality in the critical areas of clinical, operational, and supply chain performance.