



# Are your novice nurses ready to make important care decisions?

## The experience-complexity gap in nursing is growing.

Novice nurses face an increasingly challenging care environment. Your patient community is highly diverse, with older patients and those with multiple comorbidities needing more complex, intense nursing care. And mental and behavioral health conditions are affecting more patients who bring them into your facilities.

Unfortunately, clinical hours for nursing students have been greatly reduced in recent years. So when they first enter a professional setting, they've typically only experienced a limited sample of patients and symptoms. And not only are they unsure of themselves and their abilities, they may be hesitant to speak up and ask for help.

In fact, only 50% of nurse leaders believe their novice nurses are ready for on-the-job work.<sup>1</sup>

Meanwhile, hospitals struggle with high turnover among nurses, with vacancy rates at nearly 10%. In 2019, less than a quarter of hospitals reported a vacancy rate that high—while today, over a third are in this group.<sup>2</sup>

### **What's the impact on your organization if new nurses aren't ready for the pressures they'll face in the field?**

The struggles of vulnerable, apprehensive nurses affect everything from the well-being of your patients to your organization's internal and external satisfaction scores, health outcomes, and your bottom line. Hospitals can lose \$3.6–\$6.5 million annually due to nurse turnover alone.<sup>3</sup>



## Strengthen practice readiness with realistic virtual patient encounters

Fortunately, there's a new, better way to help ensure your novice nurses are successful. You can nurture their confidence and competence by providing engaging, immersive practice with more realistic virtual patients in a safe environment.

With Elsevier's Shadow Health, you'll train new nurses in a cutting-edge simulated environment populated by a collection of multi-dimensional, realistic patients. A patented conversation engine helps nurses sharpen their communication skills through natural conversations with virtual patients on a wide range of health topics across episodic encounters. And your nurse leaders will accurately track and measure new nurses' clinical readiness with clear metrics and performance analytics to offer the right support.

When you give your novice nurses a safe, realistic learning environment—one where they can continue to sharpen their clinical reasoning and therapeutic communication skills—they'll become proficient in real-world practice faster. And that means you'll have a more effective, empowered nursing team that can positively impact satisfaction rates and outcomes across your organization.

For more information about Elsevier's Shadow Health, visit [elsevier.com/shadow-health](https://elsevier.com/shadow-health)

1. Elsevier's nursing leader training and education study (Mar–Apr 2021)
2. 2021 NSI National Health Care Retention & RN Staffing Report, NSI Nursing Solutions, Inc., March 2021
3. *ibid.*



ELSEVIER

Copyright © 2021 Elsevier, except  
certain content provided by third parties  
SH003