

“Nurses know more about who we are and what makes us tick than anybody else. Without them, we don’t stand a chance.”

—Filmmaker (The American Nurse) and cancer survivor, Carolyn Jones



With every life our nurses touch, they positively affect more than one individual, strengthening our communities and making the future brighter. A nurse’s vital work creates a better, healthier world for all, especially those who are most vulnerable.

Providence Nursing Institute credo:

UNITY We care for each other just as we do for our patients. We strive to create fulfilling work environments that make every nurse feel valued, heard, and included.

GROWTH We are committed to empowering the call to nursing. We offer fellowships and residency for all with everyday support on the most advanced technology and resources.

SACRED ENCOUNTERS We see nurses at Providence as leaders who transform every encounter into a sacred relationship. We see their value, help them transform care, and amplify their impact.

Nurses need caring, too.

There are 48,000 nurses at Providence—out of 120,000 total caregivers in our seven-state system.

COVID-19 has placed a heavy burden on the nursing profession, prompting many nurses to leave or consider leaving this critically important role. The negative effect of nursing attrition also puts a financial strain on our ministries. As a result, they must contract “agency” nurses to maintain staffing levels to ensure quality patient care.

In order to retain our valued nurses and attract new nurses, Providence has made a \$9M system-wide investment to:

- Improve retention by offering current nursing staff growth opportunities through professional development and specialized training
- Attract new nurses to the profession—especially those who may be at a financial disadvantage—by offering residencies, training, scholarships and tuition reimbursement

It is estimated these investments will require \$9 million each year to sustain—and will serve more than 4,000 nurses and nursing students annually across our seven-state system.

Two funding opportunities:

- Providence Clinical Academy RN Residency and Fellowship Program
- Scholarships and tuition reimbursement

“Without nurses, we don’t stand a chance to build healthier communities.”

–Syl Trepanier, D.N.P., R.N., System Chief Nursing Officer, Providence



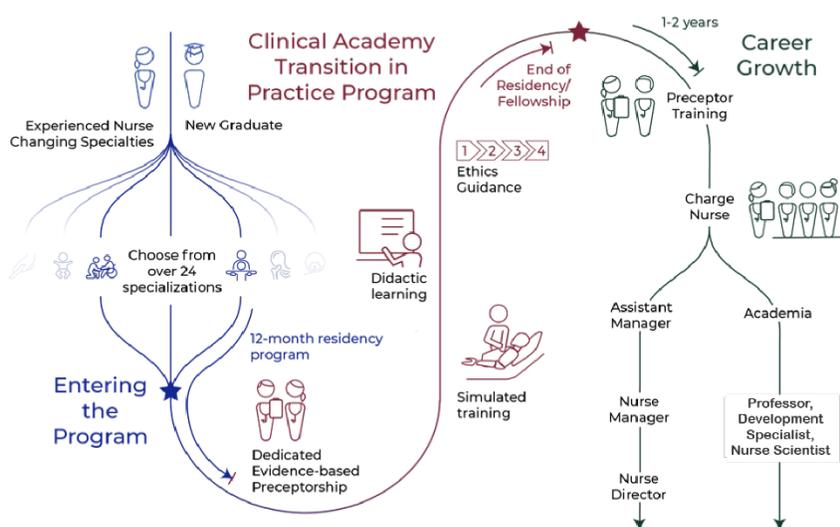
Providing a pathway to nurse residency and fellowship, the Clinical Academy is a nationally accredited, evidence-based program that places new RN and nurse practitioner graduates directly into specialty positions through a year-long standard program.

Providence nursing leaders from across our family of organizations recognize that to deliver world-class care, we must provide new graduate nurses with a foundation for success. Whether a new graduate nurse (nurse resident) or a nurse in transition (nurse fellow), our nurses are empowered to become transformational leaders through an integrated, consistent structure for preceptoring, nurse onboarding and professional development.

Impact

The accredited, evidence-based RN residency and fellowship program makes Providence a more attractive employer for new nurses and offers nurses in transition the opportunity to grow into a different specialty. This increases both job satisfaction and dedication, and leads to greater nursing excellence.

The Clinical Academy also serves to keep costs down by increasing nurse retention and decreasing the number of “agency” nurses needed to ensure proper staffing levels.



In the past five years, more than 16,000 nurses have participated in this program with an average 90% retention rate, a 50% improvement as compared to all other nursing positions. [Learn more.](#)

Specific Clinical Academy giving opportunities:

- Support all nursing residents and fellows annually: \$9 million
- Support one nurse resident at Clinical Academy: \$40,000
- Support one nurse fellow in a new specialty area: \$70,000
- Provide tools and equipment for training: Various levels
- Endowed chair positions for Providence leaders teaching in the Clinical Academy: \$2 million to start the endowment
- Support at other levels: \$10,000, \$25,000 and \$50,000

“Let us never consider ourselves finished, nurses. We must be learning all of our lives.” –Florence Nightingale



Provide financial aid for scholarships and continuing education.

Scholarships and programs help nurses obtain new accreditations and earn advanced degrees.

Scholarships also provide a career path for current high-achieving Providence caregivers who may not otherwise have the means to acquire a medical education or certification to advance into a nursing position.

In the past year, \$3.9 million in tuition reimbursement benefits have been distributed to 1,680 nurses. This opportunity covers a very small amount of the average cost to obtain a nursing degree.

Impact

Financial support makes ongoing professional development and resources available for nurses to advance their academic credentials, certification status, clinical knowledge and skill sets—and gives deserving caregivers the opportunity to advance into nursing positions.

Specific financial aid giving opportunities:

- Average cost to financially support one RN: \$40,000 (pre-licensure)
- Scholarships to provide certifications: Various levels
- Scholarships for caregivers to move into nursing/clinical positions: Various levels
- Tuition reimbursement: Various levels

With your generous support, Providence can improve nurse satisfaction, better retain our valued nurses and attract new nurses—to ensure all patients continue to receive world-class care.

Thank you for your consideration.