CASE STUDY

TACKLE NEW GRAD NURSE TURNOVER AND RECRUITMENT WITH MENTOR-ENABLED LEADERSHIP DEVELOPMENT

LEAD for CARE

Many nursing leaders struggle with new hire retention and recruitment, leading to a vicious and costly cycle of hire, train, repeat. Most organizations try to combat this cycle with nurse residency programs to better support new grads—but while these programs are critical for building clinical competence, they often overlook a vital element: leadership development.

New nurses at the bedside need more than clinical skills to succeed. They need foundational leadership capabilities—such as communication, problem-solving, professionalism, and interpersonal effectiveness—to build trust with patients, earn respect among care teams, and navigate the emotional demands of the profession.

That's where **Lead for Care** comes in.

Whether enhancing an existing residency program or serving as a standalone professional development initiative, Lead for Care provides microlearning leadership content paired with mentorship from experienced, LFC-trained nurses within your own organization. This efficient and scalable model ensures new nurses develop the skills they need to thrive—and stay.

> This program was beneficial to have a mentor and be able to talk about the leadership topics. It was nice to build rapport with a coworker. That is an area that is hard in home health and I like that I could build a community through this program.
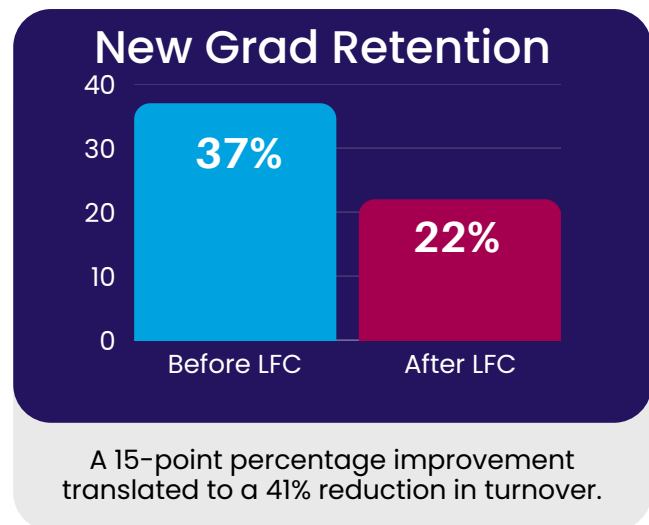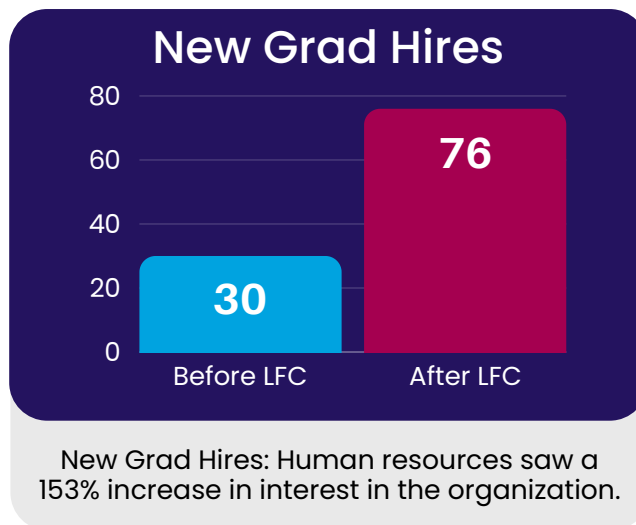>
> *-Mentee Participant*

CASE IN POINT: HOMECARE CLIENT SUCCESS

One Lead for Care client in the homecare space, a sector that notoriously struggles to recruit new grad nurses and experiences high turnover, tackled these challenges head-on with a robust nurse residency program. They created a holistic residency program that supported clinical skill development coupled with Lead for Care's leadership development and mentoring program. This organization saw remarkable results within a year of implementation:

New Grad Hires

New Grad Hires: Human resources saw a 153% increase in interest in the organization.

New Grad Retention

A 15-point percentage improvement translated to a 41% reduction in turnover.

This 41% reduction in turnover saved over **$672,210** in just one year. Even more compelling, word-of-mouth referrals became the #1 driver of new grad recruitment, as nurses began sharing their positive, mentor-supported onboarding experiences.

BOTTOM LINE

For this organization, boosting retention and controlling new grad turnover became essential. By taking residency a step further and building leadership skills alongside mentorship with Lead for Care, they achieved their goals of retention and recruitment.

Investing in leadership development with mentorship for new nurses doesn't just improve individual success—it shifts culture, improves recruitment, boosts retention, and reduces costs.