HealthImpact
Optimizing health through nursing

Invest in Your Nursing Workforce



HealthImpact's Ambulatory Specialty RN Transition-to-Practice/Apprenticeship Program

A proven, employer-driven program that helps health systems recruit, develop, and retain nurses for ambulatory specialty practice—while strengthening your clinics and communities.

The Program

An 8-month registered apprenticeship that combines on-the-job training with structured education and mentorship. Nurses gain the specialty knowledge, clinical confidence, and practical skills to succeed in ambulatory care.

1,260 hours of employer-paid on-the-job training

+

200 hours of supplemental instruction

Includes:

- ✓ Competency-based education aligned with ambulatory nursing standards
- ✓ Clinical application
- ✓ Faculty and mentor support
- ✓ Quality Improvement Proposal project for every learner

Why Invest?

A STRATEGIC WORKFORCE SOLUTION FOR HEALTH SYSTEMS

Recruit

Expand your talent pipeline with new graduates and RNs transitioning into ambulatory roles.

Develop

Build specialty competency through structured education, hands-on experience, and expert mentorship.

Retain

Support nurses during a critical transition and increase long-term retention with meaningful development.

Improve

Gain clinic-level improvements through Quality Improvement Proposal projects completed by every learner.

Build the Pipeline

Develop your internal talent rather than relying solely on an increasingly competitive market for experienced specialty RNs.

Measure Impact

Track workforce, quality, and operational benefits—both for your organization and the communities you serve.

The Bigger Picture

As care continues to shift to ambulatory settings, health systems need a nursing workforce strategy that keeps pace. HealthImpact's program prepares nurses for the evolving needs of community-based care—helping your organization deliver high-quality, accessible, and patient-centered care.

The Employer Advantage

According to the U.S. Department of Labor's American Apprenticeship Initiative (AAI) evaluation:

44.3%
median ROI
(for the apprentices' productivity)

68%
of employers
recouped their investment (broke even) after completion

9 of 10
indirect benefits
reported by employers, including reduced turnover, stronger talent pipelines, and improved culture and productivity.

Let's Build a Stronger Nursing Workforce — Together.

Learn how HealthImpact can partner with your health system to implement a customized Ambulatory Specialty RN Transition-to-Practice/Apprenticeship Program.

Contact us:
RNtransitiontopractice@healthimpact.org