

**FOR IMMEDIATE RELEASE**

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## **Forbes names Providence St. Joseph Health Ninth Best Employer in the Nation for New Graduates**

*Health system builds strong workforce with mentorships, distance-learning, and a program to help new nurses specialize*

RENTON, Wash., September 26, 2018 -- Providence St. Joseph Health, the nation's third-largest health system, announces today it has been named to Forbes' list of Best Employers for New Grads. The health system ranked No. 9 out of the top 250 companies in the United States and No. 1 out of all listed health care organizations.

"Our 118,000 caregivers are our most important asset. By welcoming, mentoring and nurturing new graduates, we ensure we have the compassionate and talented team we need to care for our communities today and in the future," says Rod Hochman, M.D., president and CEO of Providence St. Joseph Health. "We are proud to be recognized as an organization where rising professionals find many opportunities to learn, grow, and succeed as caregivers in the health care field. Our new graduates bring energy and enthusiasm to our vision of health for a better world and add to our optimism for the future."



The [Forbes ranking](#) is the result of an independent survey that asked participants to share their opinions about their employers on criteria such as atmosphere, development, image, working conditions, salary and diversity, as well as how likely they would be to recommend their employer. Participants were also given the opportunity to nominate other employers in industries outside their own.

Providence St. Joseph Health (listed by Forbes as Providence Health & Services, the organization's name before coming together with St. Joseph Health in 2016) set a goal three years ago to reduce first-year turnover for new employees, particularly in nursing. Since then, first-year nursing turnover for new graduates from our Clinical Academy programs has been reduced from 28

percent three years ago to now approximately eight percent. The health system has adopted best practices in new hire retention from across the country and innovated several of their own unique initiatives, including: launching distance-learning programs through its partner University of Providence in Montana; supporting an RN-to-BSN education program for new nurses, and offering new nurses a residency program immediately after graduation so they can develop specific expertise during their first year at our health system.

“Our robust education efforts, along with Clinical Academy residency programs and extensive leadership training all demonstrate to new hires that we are committed to their success,” says Deborah Burton, PhD, RN, senior vice president and chief nursing officer of Providence St. Joseph Health. “As a result of our efforts, our annual survey revealed 84 percent of our caregivers said they plan on staying with the health system. Additionally, after a decade of our University of Providence RN-to-BSN program, we find that 85 percent of the BSN graduates are still employed with PSJH, 40 percent assume a new position or take on new leadership responsibility within a year, and more than 25 percent continue to complete a graduate degree.”

This recognition is the organization's third from Forbes. Earlier this year, Forbes named Providence St. Joseph Health one of “America’s Best Employers for Women” and “Best Employers for Diversity” and, in 2015, “America's Best Employers.”

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#### **About Providence St. Joseph Health**

*Providence St. Joseph Health is committed to improving the health of the communities it serves, especially those who are poor and vulnerable. With 51 hospitals, 829 physician clinics, senior services, supportive housing and many other health and educational services, the health system and its partners employ more than 119,000 caregivers (employees) serving communities across seven states – Alaska, California, Montana, New Mexico, Oregon, Texas and Washington. Formed in 2016, the Providence St. Joseph Health family includes the founding organizations, and in: Texas, Covenant Health and Covenant Medical Group; California, Facey Medical Group, Hoag Memorial Hospital Presbyterian and St. Joseph Heritage Healthcare; Washington, Kadlec Regional Medical Center, Pacific Medical Centers and Swedish Health Services.*