



# RN Clinical Residency Programs A Strategy to Meet Workforce Demands

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## Introduction

- Successful transition of nurses into specialty practice and newly licensed nurses into practice is essential.
- RN clinical residency programs enhance the "new" nurse's application of knowledge into clinical practice to support safe, effective care and the nurse's growth and retention.<sup>1</sup>
- Clinical residency programs are grounded in theory and competencies reflected in specialty areas national standards, Institute of Medicine (IOM)<sup>2</sup>, Quality and Safety Education for Nurses (QSEN)<sup>3</sup>, Practice Transition Accreditation Program (ANCC "PTAP")<sup>4</sup> and Centura Health's mission, vision and values (CRISSIE).
- **Purpose:** To promote new clinical skill and competency development while supporting the cultural and social integration into Centura Health to meet workforce demands.

## Residency Programs

- **ASCENT – New Graduates**
  - ANCC: The Clinical Residency Program provides sessions of didactic and experiential learning designed to assist new practitioners to refine and apply knowledge, skills and attitudes in the clinical arena.<sup>4</sup> (Fig.1)
- **Perioperative**
  - AORN: The Perioperative Clinical Residency Program utilizes the Association of Perioperative Registered Nurses (AORN) standards and guidelines which ensures alignment with evidence-based practice, clinical education and application for practice.<sup>5</sup> (Fig. 2)
- **Critical Care**
  - AACN: Essentials of Critical Care Orientation (ECCO) is a critical care course that is based on evidence-based practice, clinical education and application that reflects current nursing knowledge and practice.<sup>6</sup> (Fig. 3)
- **Perinatal – Labor and Delivery**
  - AWHONN: Perinatal Orientation and Education Program (POEP) is highly effective in providing evidence-based, clinical education to perinatal nurses.<sup>7</sup> (Fig. 4)
- **Emergency Department**
  - ENA: Emergency Department Nursing Orientation is a competency and evidence-based method of learning, which encompasses the guidelines and standards of practice adopted by the Emergency Nurses Association (ENA).<sup>8</sup> (Fig. 5)



Fig. 1: ASCENT



Fig. 2: Perioperative



Fig. 3: Critical Care



Fig. 4: Perinatal



Fig. 5: Emergency Department

## Overview

### Clinical Residency Programs

- **ASCENT Nurse Residency Program** develops and supports new RNs for the first year of their professional nursing practice.
- **Perioperative Nurse Residency Program** is a 6-week course to help RNs launch a successful career in the OR. The comprehensive program is based upon the Association of Operating Room Nurses (AORN) standards.
- **Critical Care Nurse Residency Program** is open to new graduates or experienced RNs. The 12-weeks of structured clinical orientation utilizes a blended education model to create the highest level of practice-based learning enhanced by the curriculum of the American Association of Critical Care Nurses (AACN).
- **Perinatal Nurse Residency Program** optimizes the integration of new nurses into perinatal practice utilizing a blended learning program. This 12-week program is evidence based through the Association of Women's Health, Obstetrics, and Neonatal Nurses (AWHONN).
- **Emergency Department Nurse Residency Program** is also open to new graduates or experienced RNs. This program has 16-weeks of structured orientation based on the core learning requirements established by the Emergency Nurses Association (ENA).

## Outcomes

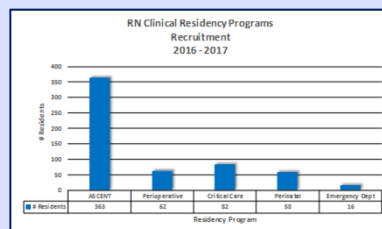


Fig. 6: New graduates are the largest number of RN recruits

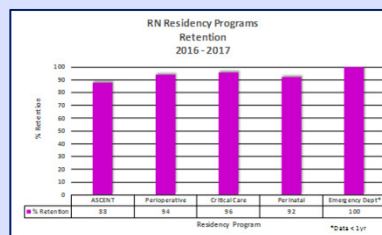


Fig. 7: Retention 88% or better across residency programs

## Discussion

### Finding Residency Program Information

- **Incumbents**
  - Go to My Virtual Workplace
  - Associates Tab
  - Centura Nursing Tab
  - Centura Clinical Education Tab
  - Clinical Nurse Residency Programs Tab
- **Newly Licensed RNs**
  - Call Talent Acquisition recruiter (Fig. 8)
- **Residency Programs Core Logistics**
  - Offered two to three times annually
  - Taught by specialty subject matter experts
  - Sessions of didactic and experiential learning
  - Precepted experience



Fig. 8: ASCENT – New Graduates

### Design a Personal Professional Development Plan

- Talk to your clinical manager to apply to a clinical residency program (Fig. 9)
- Talent Acquisition assists with the application process
- Complete the interview
- Applicant selection decided by specialty program leadership
- Signed Nurse Residency Training Program Agreement required
- Collaborate with specialty area educator to plan your transition



Fig. 9: Residency Program Overviews

## Literature Cited

- <sup>1</sup> Roth, JW & Johnson, MP. (2011). Transition to practice: the North Carolina initiative. *Journal of Nursing Regulation*, 2(3): 56-60.
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- <sup>4</sup> ANCC (2016). *Practice Transition Accreditation Program (PTAP)™*. Silver Spring, MD: American Nurses Credentialing Center.
- <sup>5</sup> Conner, R. (Ed.) (2016). *Guidelines for Perioperative Practice*. Denver, CO: AORN, Inc.
- <sup>6</sup> AACN (2016). *Online Course - Essentials of Critical Care Orientation (ECCO3.0)*. Mission Viejo, CA: American Association of Critical Care Nurses.
- <sup>7</sup> AWHONN (2014). *Perinatal Orientation and Education Program (POEP4)*. Washington DC: Association of Women's Health, Obstetric and Neonatal Nurses.
- <sup>8</sup> ENA (2014). *Emergency Nursing Orientation (ENO2.0)*. Des Plaines, IL: Emergency Nurses Association.

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