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.1
- Clinical residency programs are grounded in theory and competencies reflected in specialty areas national standards, Institute of Medicine (IOM), Quality and Safety Education for Nurses (QSEN), Practice Transition Accreditation Program (ANCC, PTAP)3 and Centura Health’s mission, vision and values (CRISSEI).
- 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.4 (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.5 (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.6 (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.7 (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).8 (Fig. 5)

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 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
- Design a Personal Professional Development Plan
  • Talk to your clinical manager to apply to a clinical residency program (Fig. 9)
  • Collaborate with specialty area educator to plan your leadership sessions of didactic and experiential learning designed to assist new practitioners to refine and apply knowledge, skills and attitudes in the clinical arena.4 (Fig. 1)

Literature Cited

4 ANCC (2016). Practice Transition Accreditation Program (PTAP)® Silver Spring, MD: American Nurses Credentialing Center.

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