Abstract:

**Purpose:** To develop and design a standardized transition to practice model focusing on patient safety, quality improvement, evidenced base practice and professional development.

**Synthesis of Evidence:** Within the last decade there has been an increasing need to recruit and retain new RNs. A large percentage of RNs in VHA are close to or currently eligible for retirement, which creates additional urgency to attract and develop nurses capable of providing the best care to the Nation’s Veterans.

**Proposed Change in Practice:** Executed with a structured cohesive organization and leadership relationship, clear focus, Nurse Residency Program Have a potential to leading change and support newly licensed nurses in their transition and progression into professional nursing practice.

- Patient Safety
- Standards of Practice (Evidence Based Practice)
- Recruitment and Retention

**Implementing Strategies:** VHA Directive has set out a directive piloting VA (RN) Transition to Practice Nurse Residency Programs based on standards developed by Commission on Collegiate Nursing Education (CCNE).

**Phase I Months 0-3**

a. Hospital orientation and General Nursing Orientation that includes Introduction to mission, vision, and values of the Department of Veterans Affairs and nursing service.

b. Post graduate Registered Nurses is introduced to standards common to VA settings.

**Phase II Months 4-9**

Clinical, Professional and Leadership Development

**Phase III Months 10-12**

Synthesis, Assessment and Evaluation

Pilot design: Nurse Manager nominate participants to the Nurse Residency Program. Control group are of mixed nursing staff participant’s RN/ LPN/ NA. Nurse residents attended an 8h monthly seminar.

- Cohort #1 Pilot #1 Cohort of RN/LPN/ NA: 5 RNs and 2 LPN’s completed the course
- Cohort #2 Pilot #2 Service Line Mix of RN/LPN/NA 14 out of 16 completed the course

**Evaluation:** Measurable Outcomes
• Comparative research design
• Mixed methodologies (qualitative and quantitative)
• Longitudinal data collection.

**Conclusions:** Nursing Residency is not a prolonged orientation. Nurse Residency Programs intend to provide formal and informal learning opportunities that gear towards transition from novice nurse to advance practice.

• Assess available resources utilized for the development of the nurse residency program
• Develop and design a curriculum with a theoretical and pedagogical framework.
• Create innovate teaching and learning strategies
• Select quality outcomes tools that eliminates bias on subjects
• Stakeholders buy in, organizational and leadership levels.
• Perform a basic return of investment (ROI) evaluation of the program. Recruitment and retention analysis and statistics.

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