

INTRODUCTION

Trinity Health Mid-Atlantic has offered the Nurse Residency Program (NRP) since 2020, collaborating with Vizient/AACN to support newly licensed nurses transitioning into their first professional role.

Nurse residency is an added layer of support in addition to the newly licensed nurse's orientation and preceptorship experience. Nurse residents come together monthly for the first 12 months of their careers to learn and network with content experts. During seminars and clinical practice, the goal is to cultivate nurse residents to transition from advanced beginners to competent nurses.

Trinity Health Mid-Atlantic embraces continuous learning and empowering one another to be the best nurse possible. Evidence-based practice is threaded throughout the program and will encourage residents to increase engagement in the system and unit-level care initiatives. Recognizing that nursing is multifaceted, Trinity Health Mid-Atlantic wants to provide an individualized educational opportunity while providing community support to each new nurse joining the organization.

CORE VALUES

To understand our mission, how to utilize it in evidenced-based practice and care for ourselves, our fellow colleagues and those we serve using six core values.

REVERENCE

We honor the sacredness and dignity of every person.

COMMITMENT TO THOSE EXPERIENCING POVERTY

We stand with and serve those who are experiencing poverty, especially the most vulnerable.

JUSTICE

We foster right relationships to promote the common good, including the sustainability of Earth.

STEWARDSHIP

We honor our heritage and hold ourselves accountable for the human, financial and natural resources entrusted to our care.

INTEGRITY

We are faithful to who we say we are.

SAFETY

We embrace a culture that prevents harm and nurtures a healing, safe environment for all.



Mercy Fitzgerald Hospital
Nazareth Hospital
Saint Francis Hospital
St. Mary Medical Center



TRINITY HEALTH MID-ATLANTIC NURSE RESIDENCY PROGRAM

in collaboration with Vizient/AACN



THMA-E1059-2504



PROBLEM STATEMENT

Many new nurses experience reality shock during the transition from academia to practice as they often do not feel prepared to function in a rapidly fast-changing health care environment. As a result, hospitals without nursing-structured transition programs tend to experience increased turnover and decreased colleague satisfaction.

HISTORY

The Nurse Residency Program at Trinity Health Mid-Atlantic began in 2020 and has a partnership with Vizient/AACN. We include all new graduate nurses with less than 1 year of acute care experience.

EXPECTATIONS OF THE NURSE RESIDENT

- Attends and actively participates in 100% of residency seminars and learning activities.
- Promotes a culture of evidence-based practice by completing an EBP clinical project initiative at the end of the program.

STRUCTURE

KEY FEATURES INCLUDE:

- Nurse Residency Program is 1 year in length and includes 12 seminars.
- NRP adopts the transition to practice model and provides ongoing education in addition to system and unit level nursing orientation with specialty training courses.
- Residents will meet monthly for seminar and learn from content experts on AACN approved curriculum and Trinity Health Mid-Atlantic current initiatives.
- Facilitators guide monthly discussions, help identify learning needs, serve as experienced nurse experts, and assist with evidence-based initiative projects.
- Systematic opportunities offer access to hospital experts and resident facilitators.
- Clinical reflection opportunity within small groups during each seminar.
- Encouraging resident connection and community support within Trinity Health Mid-Atlantic.
- Simulation, case studies, and activities to grow critical thinking and decision-making skills.

SEMINAR TOPICS

- Professional Role of Nursing
- Prioritization, Time Management, Stress Management, and Delegation
- Management of the Declining Patient and Infection Prevention
- Interprofessional Communication and Medication Safety
- Quality and Safety: Falls, Skin and Wound, and Conflict Management
- Patient/Family Education and Sepsis Management
- Health Equity and Ethical Consideration
- Patient Care Coordination and Nursing Informatics
- End of Life Care and Workplace Safety
- Nursing Ethics, Cultural Competence and Social Determinants of Health
- Professional Development
- Celebration/Evidence-Based Practice Initiative Presentation

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