Nurse Residency Programs: Partnerships Between Healthcare Organizations and Schools of Nursing

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Partnerships

VA Nursing Academy Partnerships
Grant-funded (15 sites) 2007-2012 (59M)
http://www.va.gov/oaa/vana/partners.asp

Academic: “Free” faculty (up to 10)

VA: Increase clinical experiences at the VA (recruitment) & special projects by EXPERT faculty

Intent: True partnerships, integration between SON & VA

Providence VAMC & Rhode Island College, School of Nursing
Organizational Expectations:

“Independent”
Analyze patient data and make “correct” decisions
Participate in quality improvement activities
Strong communication skills with interprofessionals/patients
Provide safe, cost-effective care

*Stats on attrition of new grad who leave year 1, year 2
*Associated costs of one new grad

These findings beg several questions:
1. Are we preparing new graduates to succeed as new RNs?
2. Do traditional preceptor programs work?
Academic Responses to Improve New Graduate Transition

QSEN

BSN Essentials

Transition/Senior Capstone Courses

Increased Clinical Opportunities

Increase use of Simulation
Organizational Response to Improve Transition

RN-Residency Programs

Historical Perspectives:
* First Residency
* How many are currently accredited?
* 6-12 months in length
* Goals: Ongoing education & support for the new graduate

Accreditation (CCNE):

** IV Standards:**
I. Program Quality (Program Faculty Expertise)
II. Institutional Commitment & Resource (Academic Nursing Program Partnerships Required)
III. Curriculum (Program Content) Resident MUST complete a EBP project
IV. Program Effectiveness (Evaluation)

*****Academic Partnerships Influence ALL IV Standards*****
Academic Partnerships

School of Nursing Faculty are intergraded into the Residency Program:
- Teaching content
- Project mentors
- Simulation
- Accreditation process & addressing all standards

Key Considerations for SON:

Pros:
- Scholarly activity (grant & publication opportunities)
- Fostering Partnerships (access to front-line realities)

Cons:
- Not one faculty but a “team” of faculty (Typically “in-kind”)
- Collaboration requires time commitments (↑ workload)
VHA-Office of Nursing Service

RN Residency

1-year Residency Pilot Program

VHA Directive 2011-039

- Transition to Practice Program for ALL levels of RNs with <1 year experience within VHA
- Pre-Established Curriculum
- Pre-Established Evaluation Criteria
- CCNE accreditation optional

Call for Proposals

RFP: Fall-2011
Submission: Jan-2012
Announcements: April-2012

Requirements:

- Max of 6 funded Residents
- 55,000.00 + benefits
- Academic affiliation
- Accreditation (CCNE)
- Medical model
- Supervision: Residency Director(s)
Partnership Implications

Organizational

- Expert consultation
- Mentorship
- Facilitation

Residency Questions:
Impact on transition?
Influence on advanced training?
Residency model?
Longitudinal outcomes?

Academics

- Development of new partnerships
- Research opportunities
- Access to practice trends
- Curricular considerations
# QSEN Considerations

## Preparing Students for Practice-K-S-A

Does the traditional 4-year BSN program NOW become a 5-year program?

QSEN KSA…… 5 vs. 4 years to accomplish? Is it better to learn KSA at the organization or in the SON classroom?

## 2-Years of Experiences: Lessons Learned

### PVAMC Residency

- ? Competency at hire, requires significant time to “re-educate” the basics
- Project Implementation requires **significant** facilitation & support, minimal to no QI/EBP skills
Questions?

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THANK YOU