

OLOL Transition to Practice Program (TIPP): A Nurse Residency Program's Journey to Accreditation

Beth Hoover, MSN, RN
OUR LADY OF THE LAKE

Introduction

A nurse residency program provides a bridge for novice nurses from academia to the practice setting. ANCC provides guidelines and standards for accreditation of a residency program.

Our journey began in 2017 and constantly undergoing improvement.

- The transition from academia to the practice setting can be overwhelming and the first year is recognized as period of extreme stress.

- New nurses need a process for measurement and opportunity for increasing confidence.

- Organizations are revisiting the need for residency programs to bridge the gap between school and clinical setting.

- According to RN Work Project (2016) 17.9% of nurses left within the first year of starting their first job.

- New nurses are seeking employment at hospitals with active nurse residency programs.



Initial Steps

- A review of the literature related to nurse residency programs was conducted.
- Evaluation of organizational data related to retention and turnover.
- Key stakeholders were identified - information was shared and the task of developing a residency program/obtaining accreditation was accepted.
- Program goals were developed
 - Financial (retention of nurses after 1 year)
 - Self-reported
 - Professional development based
 - Practice based skills
- ANCC guidelines and standards reviewed for incorporation into nurse residency program.
- Partnership with Healthstream leveraged.

The Roadway

- ANCC accreditation guidelines reviewed, commitment of stakeholders to set goals and curriculum development.

- Intent to seek accreditation from ANCC submitted.

- Submit self-study documents that outline program leadership, quality outcomes, organizational enculturation, design of the program, and evidence of practice-based learning for the nurse resident.

- Conduct ANCC onsite visit or web visit

- Celebrate ACCREDITATION

Current state

- To date: we have 172 in the program w/a 78% retention.
- Will have comparable data in June of 2023.



Conclusion

- Our Lady of the Lake was granted PTAP accreditation by the ANCC in October of 2022.

- This accreditation sets the global standard for nurse residency programs.

- Accreditation recognizes programs meeting the established guidelines ensuring the quality of the program.

- In conclusion, the benefits of accreditation are the following:

- Validates the legitimacy of the program
- Ensures standardization of content
- Promotes development of preceptors and mentors for the new grads



References

[Practice Transition Accreditation Program \(PTAP\) | ANCC](https://www.nursingworld.org/organizational/programs/accreditation/ptap)

<https://www.nursingworld.org/organizational/programs/accreditation/ptap>

<https://www.nursingald.com/articles/16408-patricia-benner-novice-to-expert-a-concept-whose-time-has-come-again> Andrea Davis RN and Paula Maisano, PhD, RN, CNE appeared in The Oklahoma Nurse Oklahoma 1388, September 2016

