


Practice Transition Accreditation Program

 American Nurses Credentialing Center



COMPLETE
WITH
INTERVIEW
PREP
QUESTIONS!

DETECTING THE RIGHT FIT

HOW AN ACCREDITED NURSE RESIDENCY PROGRAM CAN EASE
YOUR TRANSITION TO PRACTICE

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BEGIN YOUR INVESTIGATION: DETECTING ORGANIZATIONAL FIT

You may be preparing for graduation and seeking your first nursing job. Or you may be dreaming of your first nursing job and the impact you hope to have on patients. Regardless of your mindset or situation, it's important to explore your options before you enter your initial employment transition into the nursing profession.

In considering your organizational fit, we recommend reflecting on your own work experiences, personal values, and vision for your nursing career. Think about the type of area where you prefer to live and work to identify your preference for an urban, rural, or suburban setting and determine organizational employment options. Reflecting on your living preferences will help you pinpoint key aspects of an organization, a hospital, or a residency program that best aligns with your desired work environment.

We recommend reflecting on your own work experiences, personal values, and vision for your nursing career.

- **Do you have a specific workplace setting or type of nursing specialty in mind for your first job?**
- **Consider that the geographic location of an organization can affect the availability of jobs on specialty nursing units and/or the level of trauma services offered by a hospital.**

After narrowing your potential employer list based on your living and workplace setting preferences, you should explore the mission, vision, and values of the organization and/or health system for personal congruence.

- **Do the organization's mission, vision, and values align with your own?**

Focus next on exploring the organization's nursing recognition and awards for excellence. Investigate the importance, visibility, and impact of nursing within the organization.

- **Has the organization been recognized for its nursing excellence through ANCC, including Magnet®, Pathway to Excellence®, and/or Nursing Continuing Professional Development/Joint Accreditation?**
- **Does the organization have an academic affiliation?**
- **What is the applied model of nursing care and work environment/culture?**

MISSION POSSIBLE: NURSE RESIDENCIES AND PTAP ACCREDITATION

Now that you have learned how to detect the proper organizational fit, you are ready to explore how a nurse residency program can ease your transition to practice.

The transition to nursing practice is described as an evolving process of adjustment and learning phases (Duchscher, 2008). The new nurse enters an initial “shock” period, followed by a “crisis” phase where doubting and questioning set in, and eventually renewed inspiration leads to an upward “knowing” phase of exploration and acceptance. Although Duchscher’s (2008) theory of “transition shock” was recently developed, issues related to transitioning to nursing practice are well documented in nursing literature after Kramer’s (1974) seminal publication on “reality shock.” Traditional nursing orientation programs were designed to help with this transition (Franquiz & Seckman, 2016) and included an introduction to the organization, brief training on essential skills and policies common to the workplace, and a short amount of time spent with an experienced nurse on the practice unit.

Given new technologies, ambiguities in the healthcare environment, and increased complexities in nursing care, an urgent need emerged to create supportive and more comprehensive programs to ensure a safe and healthy transition for newly licensed nurses. Based on emerging issues in healthcare, the Institute of Medicine (IOM, 2011) established its landmark report “The Future of Nursing: Leading Change, Advancing Health”. In this report, the IOM called for the development and expansion of residency programs to better prepare the future nursing workforce.

A nurse residency program is much more robust and comprehensive than a traditional orientation program. Nurse residency programs are “planned, comprehensive periods of time during which registered nurses can acquire the knowledge and skills to deliver safe, quality care in a specific clinical setting” (IOM, 2011).

- **The transition from student nurse to newly licensed registered nurse is an important time period marked with ups and downs.**

- Nurse residency programs are designed to smooth that transition process for you.

As the number and type of newly licensed nurse residencies have increased, so has variation in program delivery. Residency program accreditation was developed to help provide structure and standardization for developing programs while simultaneously evaluating the quality of existing programs (ANCC, 2019).

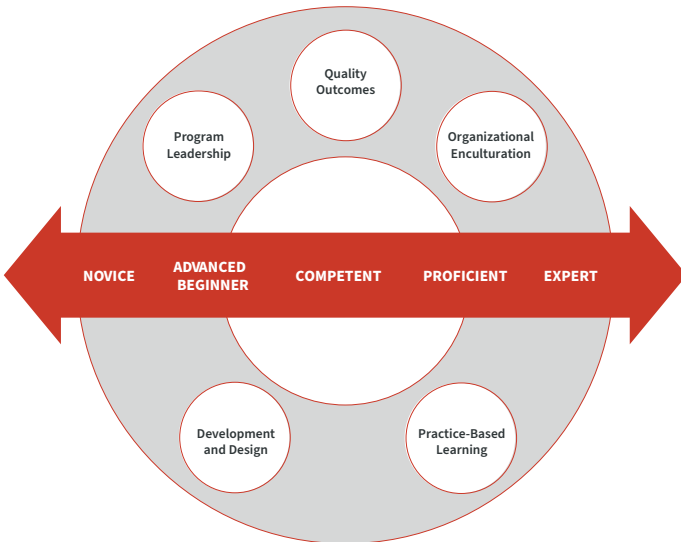
Accreditation is a voluntary, peer-reviewed process that can be undertaken by organizations that offer nurse residency programs (ANCC, 2019). ANCC has long been recognized as the voice of excellence for nursing practice.

Over time, research and evidence-based practice have indicated elements of nurse residency program structures and processes that best support a newly licensed nurse's transition. These elements are woven into the five domains developed under the ANCC Practice Transition Accreditation Program (PTAP®) conceptual model. If successful in achieving accreditation, a nurse residency program has demonstrated excellence in the ANCC PTAP standards.

Why is accreditation important when considering a residency program?

Accreditation ensures several hallmarks, including a high-quality transition program that meets national standards of excellence, a significant organizational commitment to professional development, and program engagement in continuous quality improvement through re-accreditation processes. If an organization does not have an accredited program, it is important to still consider whether key elements of transition support are in place. Ultimately, your detective skills will help determine your best fit.

**PRACTICE TRANSITION ACCREDITATION
PROGRAM CONCEPTUAL MODEL**



EXAMINING A RESIDENCY: WHAT TO LOOK FOR

Nurse residencies may use the ANCC PTAP conceptual model as a framework to develop or revise their programs. The ANCC PTAP standards guide residency programs through a review process that helps develop a robust infrastructure and ensures that all essential components of a successful transition to practice are met for nurse residents. Although nursing organizations have the onus of developing high-quality residency programs, the responsibility of protecting your professional practice transition rests in the depth of your investigation.

- **You likely wouldn't go on a blind date without investigating or interviewing your potential match. Honing your organizational and residency research skills will no doubt help you determine the right, long-term fit.**

Using the five ANCC PTAP domains as a guide in your career quest, the interview prep tool supplement in the back of this booklet provides questions to grow your residency program review skills as a savvy nursing consumer and researcher.



CONSIDER, INVESTIGATE, AND ASK ABOUT: DOMAINS OF PROGRAM LEADERSHIP, ORGANIZATIONAL ENCULTURATION, AND DEVELOPMENT AND DESIGN

The first three ANCC PTAP domains—Program Leadership, Organizational Enculturation, and Development and Design—focus on leadership of the residency program and its processes to successfully onboard and socialize you into the organization. Questions in these sections of the interview tool supplement will help you determine basic elements of organizational and program fit.

Primarily, you should investigate the length of the program, how the curriculum was chosen or designed, and whether the program is accredited.



While browsing the organization's website, see whether you can find information about the nurse residency program. Take notes and be prepared in your interview to ask important questions about the program's leadership and structure. Garnering knowledge about the history of the program, its curriculum, and key stakeholders will help you better understand its current configuration.

- **Primarily, you should investigate the length of the program, how the curriculum was chosen or designed, and whether the program is accredited.**
- **It's important to note that program may use a curriculum purchased from a vendor such as AACN/Vizient or Healthstream.**
 - It's a common misconception that program using a vendor curriculum automatically achieve accreditation of their residency.
 - Although vendors offer support for structuring and operating a residency program, accreditation requires a separate review process be conducted to evaluate the overall program against standards. The ANCC PTAP does not require use of vendor curriculum by the organization.

Programs can also vary in their design, as some offer specific placement and hiring directly onto a specialized nursing unit, while others may require nurses to rotate through all units during the residency prior to determining clinical placements for employment. If you have a specific nursing specialty in mind, the latter type of program may not appeal to your career plan.

You will also want to investigate what types of learning activities you will be exposed to and/or projects you are expected to complete as part of the

residency. Many residency programs culminate in a portfolio or evidence-based practice project in their final months.

Lastly, ask about your transition support team.

- **How are you supported by the program director, nurse educators, unit preceptors, managers, and/or mentors?**
- **Who will you interact with throughout your experiences in the residency program?**

Again, some of this information may be publicly available on the organization's website, via a program pamphlet or handbook, or by contacting the nursing education department leaders.

CONSIDER, INVESTIGATE, AND ASK ABOUT:

DOMAINS OF PRACTICE-BASED LEARNING AND QUALITY OUTCOMES

The last two domains of Practice-Based Learning and Quality Outcomes, as well as the overarching concept of nursing professional development, focus on the development of your knowledge, skills, and abilities as a professional nurse. These ANCC PTAP domains help cement your commitment to the organization as they establish the residency as the foundation for lifelong learning as a professional nurse. Prompts in these last sections of the interview supplement should help you determine aspects of organizational support necessary for your initial transition to practice and uncover tools for future use when navigating your subsequent career chapters.

A vital area to investigate, both prior to and during your interview, centers on practice-based learning or the “learning that will take place in the practice setting under the guidance of preceptors, mentors, or other experienced healthcare professionals” (ANCC, pg. 30, 2019). Questions in this domain of the interview prep tool will help you explore how the organization and residency program can build your competence in performing fundamental nursing processes.

- **Investigate how your unit-based practice learning will be structured.**
- **Ask how you will be assigned a preceptor on your practice unit.**
- **Find out how your performance will be evaluated and how often you can expect feedback about your progress.**
 - Consider asking whether specific tools are used to guide expectations of your progression.



Next, examine the support available to assist you through many of the common issues of transition that are well documented in nursing literature and research. Fundamental studies of nurse residency programs (Fink, Krugman, Casey, & Goode, 2008; Williams et al., 2007) underscore the importance of program support during times in your transition when you are more likely to experience dips in job satisfaction and confidence.

- **Find out how the residency will support your well-being and help you prepare for the challenges of nursing practice.**
- **Look for support in areas to address common challenges in nursing, such as time management, communication on an interprofessional team, and ethical dilemmas, so that you can develop and sharpen your critical thinking and clinical reasoning skills over time.**

The last few questions in this area of the interview tool supplement are designed for you to explore what opportunities are available to keep you connected and growing in your organization. It's important for you to investigate whether participation in the residency program has any contract requirements. Finally, you'll focus on sustaining your professional development within the organization. These robust and high-quality programs will be able to connect you with opportunities for lifelong learning in their organizations and keep you engaged in the continual improvement of patient care delivery and patient health outcomes (ANCC, 2019).



IDENTIFY YOUR FACT-FINDING RESOURCES

It may seem daunting to consider such a wide range of qualities in your future employer; however, there are many information sources available to you to assist you on this journey.

- **Start by exploring organizations' websites to locate answers for your basic inquiries.** Navigate to the nursing department, education, or nursing excellence pages of the site, where you may find materials relating to the residency program.
- **Ask your contacts about their experiences with an organization or a residency to gather insight into the program's culture and reputation.**
 - Explore and uncover other print and local news sources for information about an organization and its impact on the community.
 - Identify any personal connections you may have with an organization and converse with an undergraduate nursing instructor and current/former nurse residents who have participated in the residency to get an insider's perspective on program strengths and areas for improvement.

Finally, examine an organization's statistics on recognitions or awards for nursing excellence. Look to the websites provided in the interview tool supplement on the following pages to determine whether an organization is currently recognized for nursing excellence through ANCC, the voice of global excellence among practicing nurses. A list of ANCC credentialing programs have been provided within the interview tool supplement for your exploration.

YOUR JOURNEY AWAITS!

Finding your first job as a nurse should be exciting. You have control of your future, and opportunities are limitless when you find the right organization and nursing residency program. The transition from new graduate to practicing nurse will be one of *many* periods of change that you will go through in nursing.

You may look for a high-performing organization to have these key markers of nursing excellence beyond just their residency program.

- **When you interview potential nurse residency programs, ask whether they have fellowship programs that will help you progress or expand your career within the organization.**
 - Unlike residency programs that focus on your initial transition to practice, fellowship programs target experienced nurses and nurse practitioners.
 - Fellowships are vital to sustaining nursing excellence, as these emerging programs are designed to help seasoned nurses gain the knowledge, skills, and abilities to transition to new practice roles.
- **Examine nursing continuing professional development (NCPD) opportunities within an organization. Investigate whether an organization is accredited by the ANCC as a provider of NCPD activities.**

We hope that you will use these tips and the interview tool supplement to help you navigate the first steps of your professional nursing journey. Establishing a strong professional foothold through an accredited nurse residency will help you grow deep roots in your community and organization.

**You determine your future career path in nursing.
It is bright. You are ready. The ANCC, the voice of nursing
excellence, welcomes you to nursing!**

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

INTERVIEW PREP TOOL

A GUIDE TO ASKING THE RIGHT QUESTIONS WHEN EXAMINING
A NURSE RESIDENCY PROGRAM

**Practice Transition
Accreditation Program**



American Nurses Credentialing Center

LOOKING FOR YOUR FIRST JOB?

Consider, investigate, or ask about these elements of a nurse residency program based on domains of the ANCC PTAP.

PROGRAM LEADERSHIP

CONSIDER

Do nurses hold leadership positions in the organization? Look for nurses in executive roles holding high-level leadership positions in administration.

INVESTIGATE

Who leads the nurse residency program?

ORGANIZATIONAL EXCULTURATION

Check the full list of ANCC-recognized organizations at nursingworld.org/organizational-programs

CONSIDER

What are you looking for in an organization?

- Search for indicators of nursing excellence:
 - Magnet® recognition
 - Pathway to Excellence® designation
 - NCPD Accredited Provider
 - Accredited PTAP RN Residency
- Academic affiliation or teaching hospital?
- Community hospital or large, urban medical center?
- Faith-based mission of organization?
- Union or nonunion environment?
- Models of nursing care: team nursing or primary nursing?
- Geographic location (urban, rural, or suburban area)?

What is the average age of the nursing staff?

What is the social culture of nurses on the unit and in the department, organization, and/or residency?

INVESTIGATE

What are the mission, vision, and values of the organization; of the nurse residency program? Do they align with your own values and vision for your nursing career?

DEVELOPMENT AND DESIGN

INVESTIGATE

What is the curriculum and layout of the residency program?

- When was the program started? How long is the current residency program?
- How was the curriculum chosen? *Note: Programs may use a curriculum that they purchased from a vendor such as AACN/Vizient or Healthstream. Use of a vendor curriculum alone does not indicate accreditation of the residency program.*

**DEVELOPMENT
AND DESIGN**

- What type of learning activities will you participate in? What projects are you expected to complete?
-

**PRACTICE-BASED
LEARNING****INVESTIGATE**

How does the organization structure your unit-based learning? Will you be assigned a specific preceptor on your practice unit?

What processes are used to evaluate your progression as a resident? How often will you be given feedback about your progress?

- Are there specific nursing competencies you are expected to achieve?
 - How long is your unit-based orientation?
 - What is the process for learning remediation (i.e., what happens when you or your preceptor identify a knowledge/skill/attitude gap in your learning?)
-

**NURSING
PROFESSIONAL
DEVELOPMENT****CONSIDER**

Are there contract expectations of participating in the residency program? What other NCPD opportunities does the organization offer aside from the residency? How will the organization help you grow throughout your lifespan as a nurse?

INVESTIGATE

Does the organization offer scholarships, tuition reimbursement, or loan forgiveness?

Is the organization an accredited provider of NCPD?

**QUALITY
OUTCOMES****CONSIDER**

How is the program designed to impact your transition to practice? Is the residency program accredited?

- The ANCC PTAP is the largest accreditor of transition to practice programs in nursing, as ANCC is the globally recognized voice of nursing excellence.
- Download the full list of ANCC PTAP organizations at www.nursingworld.org/organizational-programs/accreditation/find-an-accredited-organization.

INVESTIGATE

How is the residency program evaluated? Will you be given the opportunity to provide feedback about all aspects of the program?

INTERVIEW QUESTIONS

PROGRAM LEADERSHIP

Who will you report to as a new-to-practice nurse resident:

- ☐ The residency program director
- ☐ A specific unit manager

ORGANIZATIONAL EXCULTURATION

Are you hired directly to a specific unit as a nurse resident or do you float/rotate through on numerous units during the residency?

DEVELOPMENT AND DESIGN

Who will be involved in supporting your educational and practice needs as a resident?

- ☐ Program director
- ☐ Nurse educators
- ☐ Unit preceptors
- ☐ Managers
- ☐ Mentors

PRACTICE-BASED LEARNING

What support structures are in place to assist you with common issues related to practice transition, including:

- ☐ Stress management/well-being
- ☐ Time management
- ☐ Communication skills and interprofessional team dynamics
- ☐ Critical thinking and clinical reasoning skills
- ☐ Ethical decision-making

NURSING PROFESSIONAL DEVELOPMENT

What formal or informal support systems exist in the organization as you transition into different roles throughout your nursing career?

Does the organization have an RN fellowship for experienced nurses?

Is the RN fellowship accredited? ☐ Yes ☐ No

QUALITY OUTCOMES

How has the program changed over time?

What outcome data does the residency program track and report?

NOTES

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Practice Transition Accreditation Program



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