

Vizient/AACN Nurse Residency Program™ at UCLA Health System

UCLA

Health

Program Overview

Nurse Residency Program Coordinator

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Meet and Greet

- Let's take a few moments: Introduce yourself to the members of your table: name, where you went to school, and what unit you are starting on...



General Overview

- Program Background
- Program Structure
- Program Goals
- Benefits of the Program
- Expectations for Nurse Residents
- Monthly Session Expectations
- Conceptual Framework and Curriculum
- Results and Data

Large Group Brainstorm – Shared Goals

- What do you want and hope to get out of your yearlong nurse residency program?



- Set-Up Flip Sheets
- Set-Up Parking Lot

Learning Objectives

- Residents will be able to create and improve upon the general expectations of the program
- Residents will be able explain the goals, benefits, and expectations of the nurse residency program
- Residents will be actively involved in the yearlong structure of the program

Program Background

- Program developed by:
 - Vizient (UHC) – over 70 sites
 - AACN (American Association of Colleges of Nursing)
- Joint project between schools of nursing and hospitals
- UCLA joined the UHC now Vizient system in 2004

Program Structure

- Partnership between hospital and school of nursing
- Nursing orientation - learn about the practice of nursing in the institution, the patient experience, protocols/procedures, equipment, technology
- Unit level orientation will be a collaborative effort between:
 - Unit Directors
 - Clinical Nurse Specialists/Educators
 - Unit Based Preceptors
- Core content will be provided once a month for four hours

Program Goals

- Support nurse residents in transitioning from student to professional practice role
 - Experiences emphasize the development of clinical and leadership skills necessary for the novice nurse to be successful as a full partner in the health care team
- Address problems/challenges identified in the transition of nurse residents into the professional role
- Engage Nurse Residents in a series of learning and work experiences to enhance the potential for success



Program Goals



- At the conclusion of the NRP, the graduate nurse will:
 - Make the transition from advanced beginner to **competent** nurse in the clinical area
 - Develop effective **decision making skills** related to clinical judgment and performance
 - Begin to provide **leadership** at the point of care
 - Strengthen his/her **commitment to nursing** as a career choice
 - Formulate an individual development plan for his/her **professional development**
 - Incorporate **research-based evidence linked to outcomes** into the care he/she provides
 - Demonstrate clinical practice consistent with the **Professional Practice Model**

Benefits of the Program

- During the orientation phase of the residency program you will receive guidance from **dedicated and trained preceptors** in your clinical area
- During the residency (one year) you will **receive mentoring** that will help you build clinical relationships and develop professionally as a new nurse (build a network of colleagues)
- Educational experiences will be structured to help you develop **competence** in clinical nursing practice
- You will be part of a supportive cohort that allows for professional growth in a **safe and protected environment**
- You will have the opportunity to gain experience in an environment committed to learning

Expectations for Nurse Residents



- Each resident selected to participate will:
 - Commit to full-time employment for one year
 - Fulfill all the professional obligations of a first year member of the professional nursing staff on an assigned clinical area
 - Adhere to all institutional guidelines as a member of the nursing staff
 - Develop and utilize mentor relationships to support professional development
 - Participate in general and specialized learning experiences
 - Provide and evaluate care incorporating evidence based practice (EBP), research and quality data
 - Participate in the development and presentation of an EBP project
 - Complete all program evaluation tools to provide valuable feedback

Monthly Sessions

- Participation in these meetings is considered a workday
- This program is part of your job commitment and orientation at UCLA
- [Calendar is posted on UCLA Website \(login – uclanurse, password – caring\) DEMO](#)
- Responsible to attend assigned date and location of monthly seminars
- Confirmation of Attendance is sent to UD/CNS after each session

1	2	3	4	5	6	7	8	9	10	11	12
Intro	Self-Care	Communication	EBP	Patient Education & Infection Control	Change in Patient Condition	Skin Care, Medication Administration, Fall Prevention	Risk Management & Genetics	Pain Management, End of Life, & Ethics	Professional Role Based Training	Professional Development, EBP Projects	Graduation

Conceptual Framework

- There are five levels of competency in clinical nursing practice:
 - Novice – *where you are now*
 - Advanced beginner
 - **Competent *(our goal at the year milestone)***
 - Proficient
 - Expert
- The graduate nurse enters the residency program with requisite theoretical knowledge but needs time to develop:
 - Clinical and situation experience to apply intuition
 - Clinical judgment
 - Contextual knowledge of nursing practice situations

Curriculum Activity

Class will be divided into groups by the instructor...

Goal: You will be assigned a topic. Your task is to describe what you anticipate learning about this topic over the course of the yearlong residency program.

- 1. Leadership
- 2. Patient Outcomes
- 3. Professional Role



Curriculum

- The UHC/AACN NRP curriculum focuses on three main content areas
 - (1) Leadership: management of the resources, including staff, supplies and services needed for optimal patient care
 - (2) Patient Outcomes: related to areas that are impacted/influenced by nursing care or are largely the responsibility of nurses
 - (3) Professional Role: growth and development of the nurse, both professionally and personally

(1) Leadership

- Demonstration through planning, implementation, and coordination of care on behalf of the patient, family and significant others
 - Includes: prioritizing, delegation, advocacy, and supervision
- Delivery of compassionate care
- Relationship based care (RBC) and C-I-CARE
- Critical Thinking
- Participation in evidence based practice (EBP)
- Evaluation of patient care outcomes

(2) Patient Outcomes

- The NR will develop the skills to safely manage care for quality outcomes (nursing sensitive indicators)
- The NR will learn potential sources of error in care and the institution's approach to maximizing safety and minimizing/removing harm
- The NR will learn about and participate in the institution's performance and quality improvement programs

(3) Professional Role

- Ethical Decision Making & Moral Distress
- Cultural Values and Beliefs
- Stress Management and Self-Care
- Evidence Based Practice
- Professional Development
- Final Project

Influx of Nurse Residents Annually

2006 = 359

2011 = 224

2016 = 220

2007 = 357

2012 = 110

2017 = 130

2008 = 227

2013 = 140

2018 = 31

2009 = 166

2014 = 160

2010 = 120

2015 = 240

The UCLA Experience

HOSPITAL RANKINGS

- According to *U.S. News and World Report's America's Best Hospital Honor Roll*, UCLA Health ranks as number one in Los Angeles and number seven nationally. UCLA's nationally recognized programs based in Westwood and in Santa Monica have been ranked in the top 10 in eight specialties.
- UCLA hospitals have been designated among the nation's "most wired" institutions in a survey by *Hospitals and Health Networks* magazine.

UNIVERSITY RANKINGS

- ***U.S. News & World Report***: UCLA shares the No. 1 spot among public universities with UC Berkeley, and is ranked 21st among all national universities in the USN&WR Best Colleges rankings.



References

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