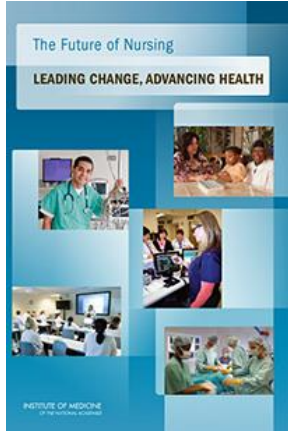


# Nurse Residency Program

ADVANCE

JOURNEY



## The Future of Nursing

### IOM Recommendation 3: Implement nurse residency programs.

#### Nurse Residency Program Benefits:

- Decreased Staff Turnover
- Improved New Graduate Performance
- Reduced Costs

## Residency Program Benefits:

### Excellent Care

A 2007 survey of nurse executives found that only 10% believed that new graduate nurses were prepared to provide safe & effective care. The **Nurse Residency Program** curricula support the unit-based, precepted **clinical orientation** with evidence-based **classroom**, **simulation**, and **socialization** experiences that effectively transition new graduates to clinically competent, engaged team members who provide excellent nursing care.

### Return on Investment

National new graduate turnover rates average **27.1%**, while the cost to replace a nurse averages 1.2-1.3 times annual salary. Nurse Residency Programs are proven to **increase retention rates, leading to reduced cost, improved staff satisfaction, and higher quality care.**

### CHS Nurse Residency Programs

**ADVANCE:** Acute Care

**JOURNEY:** Critical Care



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Carolinas HealthCare System

# Nurse Residency Program

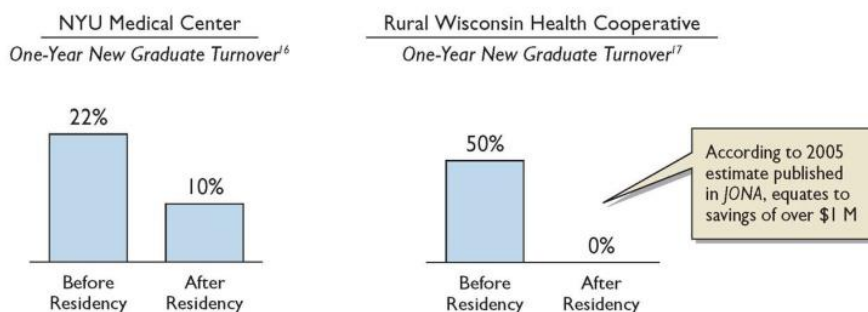
ADVANCE

JOURNEY

## Why do we need a Nurse Residency Program?

Nurse Managers in all practice settings understand the challenge of maintaining a unit staffed with competent, engaged nurses providing care that supports improved patient outcomes. **ADVANCE** and **JOURNEY** support CHS practice settings with evidence-based curricula that prepare and engage new graduate nurses.

## Reduction in Turnover Costs: A Compelling Benefit



## Percentage of New Graduates Retained Following Residency

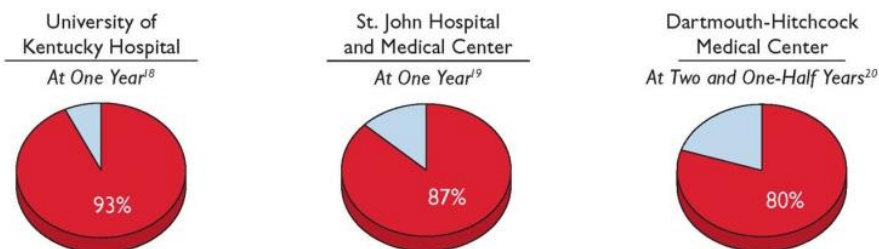


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## Outcome Data: **ADVANCE** and **JOURNEY**

- Improved retention (100% at 1-year for **ADVANCE**, 95% at 1-year for **JOURNEY**)
- Increased scores on the Basic Knowledge Assessment Test (pre and post program)
- **JOURNEY** residents become certified in critical and progressive care



Carolina HealthCare System

**ADVANCE** is built upon three elements – Knowledge, Socialization, and Clinical Application. The program integrates unit-specific clinical orientation into an evidence-based curriculum that meets competencies recommended by the National Council of State Boards of Nursing and the American Nurses Credentialing Center. **ADVANCE** builds a strong foundation of the critical thinking, communication, and leadership skills required in any acute care setting.



### **ADVANCE Program Investment**

- Week 1: CHS Nursing Orientation
- 12 Hours of Simulation Lab
- All Classes
- Preceptor Training
- Feedback on resident performance to unit educator, manager and CNS

### **Hiring Unit Investment**

- Paid clinical hours on the unit
- Qualified Preceptor
- Progress meetings with resident
- Feedback on resident performance to **ADVANCE** team

Participation in the **ADVANCE** program is cost-effective for the hiring unit in both the short and long-term. Week 1 of CHS orientation is paid for by **ADVANCE**, along with all classes and simulation sessions.



## Residency Professional Curriculum

### **QUALITY IMPROVEMENT**

QI Proposal & Presentation:  
Resident to identify, research and present proposal for QI project

### **SAFETY**

Emergency & Code Management  
Infection Prevention  
Healthy Work Environment

### **PATIENT-CENTERED CARE**

Ethical Dilemmas and Distress  
Palliative Care  
Emotional Intelligence  
Behavioral Health  
Pain Management

### **EVIDENCE-BASED PRACTICE**

Quality Improvement  
QI Presentation

### **TEAMWORK & COLLABORATION**

Critical Decision Making  
Clinical Judgment & Delegation  
Shared Governance  
Inter-Professional Experiences  
Simulation Lab Experiences  
Team STEPPS

### **INFORMATICS**

Legal Aspects of Documentation  
Electronic & Social Media  
Nursing Informatics

## Residency Specialty Tracks

Medical-Surgical

Emergency  
Department

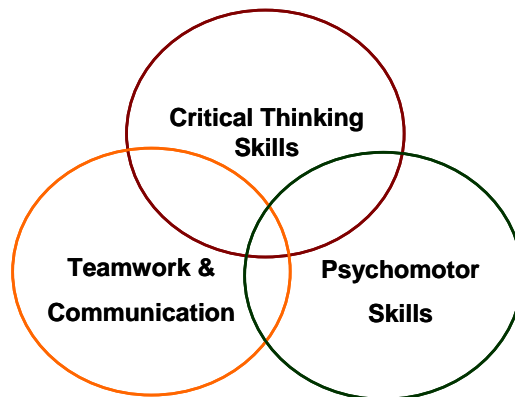
PeriOp 101

### **Professional Core Curriculum:**

36 hours scheduled over 10 months including Classes, QI Project & Presentation

**Specialty Tracks:** Practice setting-specific classes/simulation labs/inter-professional experiences during clinical orientation

**JOURNEY** is a 22-week critical care residency program that follows evidence-based standards from the American Association of Critical Care Nurses and the Society of Critical Care Medicine. Teaching-learning strategies build the new graduate's confidence in teamwork, communication, problem solving, and holistic care of the complex patient. Since 2008, more than 150 nurses have graduated from the **JOURNEY** program.



*Creating Synergy:*

*Matching Patient Needs with Nurse Competencies*

### Teaching – Learning Strategies

#### **Clinical Time**

- 4 Phases of Orientation
- Each Phase is 5 – 6 weeks
- Outcomes set for each phase
- 3 – 12 hour shifts on unit per week

#### **E-Learning**

- Nationally acclaimed faculty
- 48 continuing education hours
- Self-Paced

#### **Hi-Fidelity Simulation Experiences**

- Case Based Experiences
- Focused on development of critical thinking skills, teamwork, communication
- ACLS Provider Course
- Arrest and Peri-arrest Conditions

#### **Instructor Led Courses**

- Current topics and core topics required for care of the acute and critically ill patient
- Follows AACN Core Curriculum Blueprint for CCRN and PCCN Certification

#### **Critical Care Curriculum – Week 1**

Day 1: EKG Interpretation

Day 2: EKG Interpretation  
Introduction to ACLS  
Introduction to Defib

Day 3: Quality Goals and  
Performance Measures

Day 4: Patient Assessment



### Critical Care Curriculum Week 2

- Day 1: Hemodynamic Algorithms  
Hemodynamic Monitoring & Stability  
Cardiac Output, Stroke Volume
- Day 2: Oxygen Delivery & Consumption  
Fluid Volume Resuscitation & Blood Product Administration  
Critical Care Infusions  
Origins of Shock – Cardiac, Pulmonic, Systemic  
Acute Coronary Syndromes & Management
- Day 3: Sedation, Analgesia, Paralytics  
Pulmonary Disorders  
Acute Respiratory Failure  
Acute Respiratory Distress Syndrome  
Acute Lung Injury  
ABG  
Mechanical Ventilation  
Chest Tubes
- Day 4: SIRS and Sepsis  
Multi-Organ Dysfunction Syndrome (MODS)/Multi-System Organ Failure  
Prepare for 90-day Testing
- Day 5: Simulation Lab – Shock states, Pulmonary, Mechanical Ventilation,  
Sepsis

### Critical Care Curriculum Week 3

- Day 1: Disseminated Intravascular Coagulation  
DKA vs. HHNS (HHNK)  
Acute Kidney Injury  
Ethics in Critical Care  
Abdominal Compartment Syndrome, Acute Abdomen (obstruction, ileus)  
Pancreatitis  
Liver Failure
- Day 2 & 3: Nurse Resident Care Presentations
- Day 4 & 5: Advanced Cardiac Life Support
- Day 5: **Road Trip – MedCenter Air**

