The Future of Nursing

IOM Recommendation 3: Implement nurse residency programs.

Nurse Residency Program Benefits:
• Decreased Staff Turnover
• Improved New Graduate Performance
• Reduced Costs

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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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

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
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

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

SAFETY
- Emergency & Code Management
- Infection Prevention
- Healthy Work Environment

INFORMATICS
- Legal Aspects of Documentation
- Electronic & Social Media
- Nursing Informatics

PATIENT-CENTERED CARE
- Ethical Dilemmas and Distress
- Palliative Care
- Emotional Intelligence
- Behavioral Health
- Pain Management

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.

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**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