

# Nurse Residency Program



## What is a Nurse Residency Transition to Practice Program?

A Nurse Residency Transition to Practice Program is a formal program to support recently graduated registered nurses transition into their first formal work role after graduation. Along with orientation programs that provide important information about the organization, role, unit, and department, the Residency program addresses experiences that are unique to new graduate nurses, and provides a supportive structure for new nurses through the use of reflection, debriefing, and mentorship.

## Why should a new graduate RN participate in a Nurse Residency Transition to Practice Program program?

Evidence shows that participation in a Nurse Residency Transition to Practice Program program is linked to higher job satisfaction, improved prioritization and organizational skills, and improved communication. Nurse Residency programs have also been associated with higher retention rates and increased job satisfaction of new graduate nurses within the first nursing role.

## The Community Health Network's Nurse Residency Transition to Practice Program program at a glance:

Community Health Network's Nurse Residency program consists of nine 2–4 hour sessions offered approximately every 6 weeks over the time span of one year. All new graduate nurses entering their first nursing role within Community Health Network participate in the program upon successful completion of the NCLEX exam and four weeks of precepted time on their unit. Session topics address:

- Patient Care Delivery
- Environment of Care
- Outcomes
- Leadership
- Teamwork/Delegation
- Professional Practice
- Professional Development
- Resource Driven Practice
- Patient/Family Centered Care
- Stress Management
- Evidence Based Practice

**For more information regarding the nurse residency program please contact:**

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