



Implementing A Graduate Nurse Residency Program

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Session Outcomes

- Appreciate the significance of New Graduate Nurse Residency Programs
- Examine the essential components of successful residency programs
- Identify the educational needs and projected challenges of the incoming nursing generation
- Explore implementation in rural healthcare settings
- Foster collaboration and knowledge exchange

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Session Objectives

- Appreciate the vital role of new graduate nurse residency programs in oncology care settings
- Identify the core components and best practices of successful nurse residency programs
- Recognize the unique educational and professional development requirements and challenges of new graduate nurses

Session Objectives

- Consider strategies for implementing nurse residency programs in large and rural healthcare settings
- Network and share insights on the development and enhancement of nurse residency programs



Implementing a Graduate Nurse Residency Program: Multi-State Health System

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Disclosures

- The speakers have no relevant financial relationships with ineligible companies to disclose.

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About Providence

36K nurses 5m unique patients served

51 hospitals 1,000+ clinics

23 PTAP Accredited with Distinction

13 Magnet Designations 4 Pathways Designations

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About the Providence Clinical Academy

RN Residency & Fellowship Programs

Guide

Consult

Support

Mentor

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Residency Objectives & Outcomes

- Bridge the academic / practice gap
 - New grads are “residency ready”
- Benner’s Advanced Beginner
- Development of clinical judgment
- Emotional well-being
- Reduce first year turnover

Core Fundamentals

- New nurse (residents) professional development
- General content applicable to all specialties

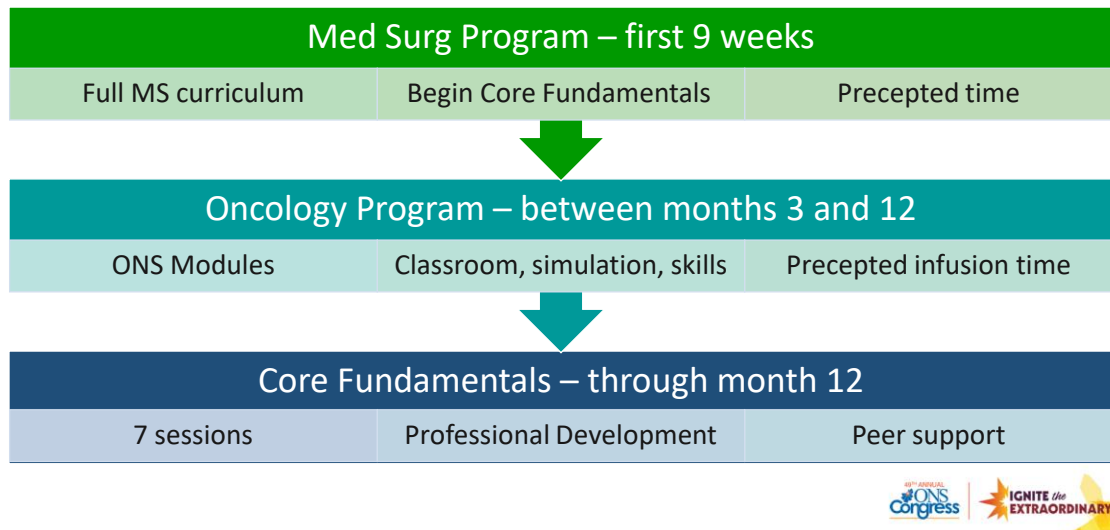
Specialty Curriculum

- Online and in class learning, skill development, precepted clinical experience, and simulation

Preceptor Development

- Dedicated training
- Tools to guide and support residents
- Competency assessment, weekly check-ins, goal setting, progress tracking

Residency Program Structure



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Providence Clinical Academy Oncology Program

- Lesson 1: Fundamentals of Oncology Nursing
- Lesson 2: The Cancer Journey
- Lesson 3: Anti-cancer Medications



Program Outline



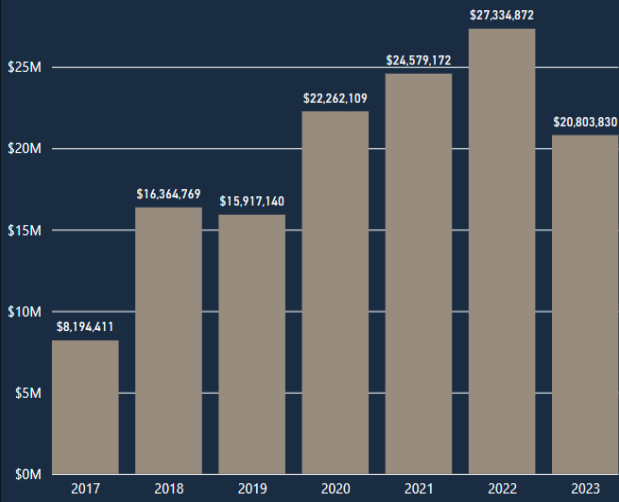
Sample Activity

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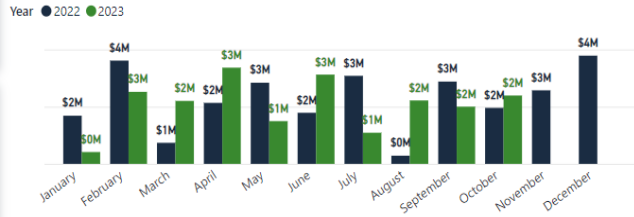
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Providence has an estimated **\$135,456,303** since 2017 due to turnover avoidance for the **12,265** RN Residents through Clinical Academy Programs vs All RN Turnover

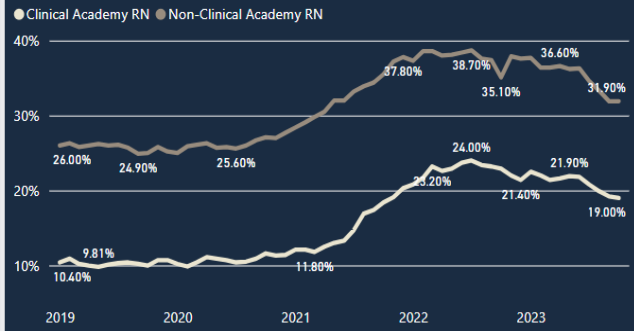
Year Over Year Clinical Academy Savings



Year Over Year Monthly Clinical Academy Savings



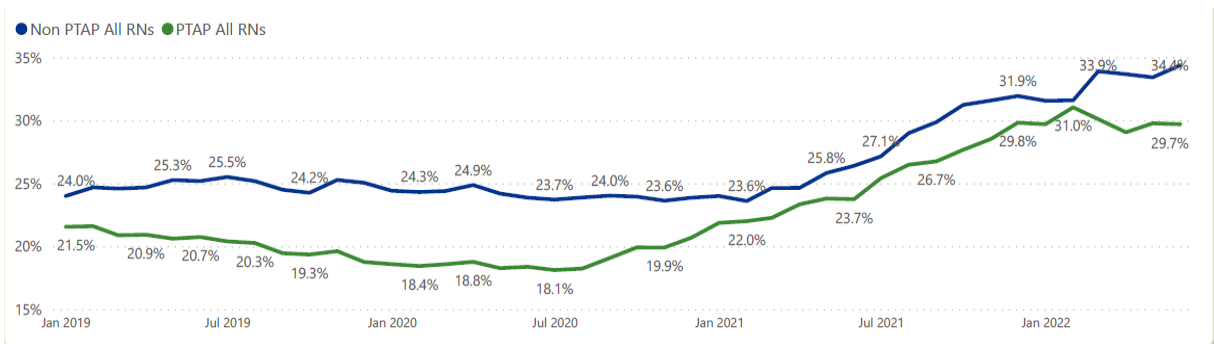
FYTO Reduction



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All RNs First Year Turnover: PTAP vs non-PTAP

3.86% LOWER FYTO FOR PTAP VS NON-PTAP



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Where to Start:

- Organizational and financial commitment
- Resources → ONS Generalist Competency, ONS content
- Evidence based content and educational design
- Logistics and scalability



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Implementing A Graduate Nurse Residency Program in Rural Montana!

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About Logan Health



- Named after Logan Pass, Glacier National Park
- Northwestern Montana
 - 354 total beds, 219 inpatient
- Serves population of 600,000 across 13 counties, ~40K sq. miles
 - Multiple critical access hospitals
- Recently integrated with Billings Clinic
- Cancer Program:
 - Medical, surgical, radiation, palliative and survivorship oncology care
 - Accreditations: American College of Surgeons Commission on Cancer (CoC), National Accreditation Program for Breast Centers (NAPBC)



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Rural

- Open countryside
- Population densities <500 people/sq. mile
- Places <2,500 people

Frontier State – Montana #3 in Nation

- Population density
- Distance from population center/specific service
- Travel time to population center, service, market area
- Paved roads
- Travel inhibiting weather
- Seasonal changes in access to services

Critical Access Hospital (CAH)

- CMS designation if meet conditions
- Nursing staff “jack of all trades”



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Chemo/Immuno Competency at CAHs



Identified need
to treat
patients close
to their homes



Worked with
nursing staff
identified to
work infusion



Staff completed
ONS
Fundamentals
AND then
Certificate
Course



Arranged 3
days in our
infusion area
shadowing



Visited sites to
ensure
appropriate
equipment,
compliance,
best practices
and provide 1:1
assistance

Logan Health New Graduate RN Residency Program



Practice Transition Program by the American Nurses Credentialing Center's Commission on Accreditation in Practice Transition Programs



Max of 25 nurses



Two waves per year

Nurse Resident (NR) Program in Oncology



Pilot project 2021



Had not taken on NR in outpatient infusion



Hired 2 FTEs for cohort for inpatient oncology unit, outpatient areas

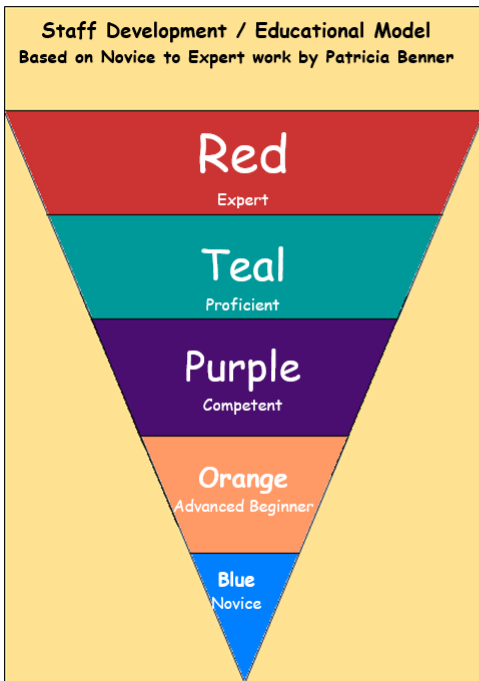


Changed program mid-year to outpatient only



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Oncology Staff Development Plan



- Red (Expert)**
 - Active participation in Shared Governance by participating as Chair or Co-Chair of Council
 - Owner of oncology practice process improvement initiative
 - Maintain Oncology Certified Nurse (OCN) national certification
 - Maintain chemotherapy/immunotherapy competence at Logan Health
- Teal (Proficient)**
 - Unit Lead Role: complete requirements
 - Instructor for oncology related class
 - Maintain Oncology Certified Nurse (OCN) national certification
 - Maintain chemotherapy/immunotherapy competency at Logan Health
- Purple (Competent) Completed within 4 yrs of hire**
 - Obtain **National Certification** for Oncology Nursing = Oncology Certified (OCN) Nurse
 - Maintain chemotherapy/immunotherapy competence at Logan Health
 - Active participation Shared Governance participating as Council member
- Orange (Advanced Beginner) Completed 24mo of hire**
 - Become **Chemotherapy/Immunotherapy Competent at Logan Health**
 - Oncology Nursing Society (ONS)/Oncology Nursing Certification Corporation (ONCC) Chemotherapy/Immunotherapy Provider Card
 - Complete Chemotherapy/Immunotherapy Clinical Practicum
 - Successfully complete orientation with preceptor
 - Complete on-boarding medical/surgical requirements (inpatient/acute care)
 - Complete on-boarding outpatient infusion requirements
- Blue (Novice) Completed within 12 mo of hire**
 - Complete Oncology Nursing Society (ONS) Foundations of Oncology Nursing Practice
 - Highly encourage Oncology Nursing Society (ONS) membership
 - Complete all Oncology Looping experiences
 - Preceptor Role: complete all requirements

***Experienced Oncology RN – to complete Orange within 6 months of hire.

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Oncology Nurse Residency Fellowship: Required Education
 Name: _____
 Department: _____
 Hire Date: _____
Please Print

Activities	Novice to Expert Stage	Due Date	Date Completed
Looping Experiences (see objectives for each assignment)			
Oncology Nurse Navigation	Novice		
Medical Oncology	Novice		
Basal Breast Oncology	Novice		
Surgical Oncology	Novice		
Radiation Oncology	Novice		
Infusion Area (Hospital and Home-Onc)	Novice		
Inpatient Oncology Unit (1 st Floor)	Novice		
Healthstream Modules (search Catalog for name of activity)			
Oncology: New Cancer Accreditation Standard: Implications for Nursing	Novice		
Oncology Nursing: Calculations for Chemotherapy and Immunotherapy	Advanced Beginner		
Professional Organization Membership for Unit Specialty			
Oncology Nursing Society (ONS) = national and local chapter-Big Sky, MT (Highly Recommended)	Novice		
Classes			
Oncology Nursing Society (ONS) Foundations of Oncology Nursing Practice Bundle online <input type="checkbox"/> Cancer Biology <input type="checkbox"/> Cancer Basics <input type="checkbox"/> Fundamentals of Chemotherapy/Immunotherapy Administration	Novice		
Oncology Nursing Society (ONS) / Oncology Nursing Certification Corporation (ONCC) Chemotherapy/Immunotherapy Certificate Course - online	Advanced Beginner		
Obtainment of ONS Chemotherapy/ Immunotherapy Provider Card Chemotherapy/Immunotherapy Clinical Practicum - (Email Leah Scaramuzzo to schedule)	Advanced Beginner		
Oncology Nurse Certification (OCN) Preparation Class (Email Leah Scaramuzzo to schedule)	Competent		



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Current Pilot 2023 / 2024

Post Residency Oncology Fellowship for inpatient/acute care

- Med-surg generalist nurses – no designated oncology unit
- After completing core orientation and residency program year one, complete fellowship which includes:
 - ONS Foundations of Oncology Practice Bundle
 - Staff development plan for chemo competency
 - Clinical practicum – skills days plus preceptorship in administration



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Looking Ahead & Key Takeaways

Gen Z

- Residency expected but not always embraced

Challenges in next 5-10 years

- Fewer applicants for MS
- Other specialties at 1 year

- Nurse Residency Programs and accreditation matters
- Decreases FYTO
- Remain flexible

Resources

- [American Cancer Society. Caregiver support video series](#)
- [American Society of Clinical Oncology Cancer Treatment & Survivorship Care Plans](#)
- [Center to Advance Palliative Care](#)
- [Infusion Nurses Society Standards of Practice](#)
- Lexicomp
- Lippincott Procedures
- [National Cancer Institute Support for cancer caregivers: Caring for the caregiver](#)
- [National Comprehensive Care Network Distress Thermometer](#)

Resources

- [ONS Chemotherapy and Immunotherapy Guidelines and Recommendations for Practice](#)
- [ONS Foundations of Oncology Nursing Practice™ Bundle](#)
 - [ONS Fundamentals of Chemotherapy and Immunotherapy Administration](#)
 - [Cancer Basics](#)
 - [Cancer Biology](#)
- [Oncology Nurse Generalist Competencies | ONS](#)
- [ONS Oncologic Emergencies](#)
- [ONS/ONCC Chemotherapy Immunotherapy Administration Certificate Course™](#)
- [ONS Scope and Standards of Oncology Nursing Practice](#)



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Future Direction & Challenge

Let's Discuss

- How do we continue to develop oncology specialists out of med/surg generalists?
- How can academic centers and resource rich centers work with rural cancer programs?
- How can we attract new generation of nurses to “attractive” bedside/chairside positions?
- What other questions should we be asking?



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