Implementing A Graduate Nurse Residency Program

Julianne K. Luttrell, MS, RN, CNL, NPD-BC
Senior Program Manager
Providence Nursing Institute, Clinical Academy
Julianne.luttrell@providence.org

Leah Scaramuzzo, MSN, RN, MEDSURG-BC, AOCN®
Nursing Director: Oncology Clinical Development
Logan Health / Kalispell, Montana
lscaramuzzo@logan.org

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
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

Julianne K. Luttrell, MS, RN, CNL, NPD-BC
Senior Program Manager
Providence Nursing Institute, Clinical Academy
Julianne.luttrell@providence.org

Disclosures

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

- 36K nurses
- 5m unique patients served
- 51 hospitals
- 1,000+ clinics
- 23 PTAP Accredited with Distinction
- 13 Magnet Designations
- 4 Pathways Designations

About the Providence Clinical Academy

Services

- Guide
- Consult
- Support
- Mentor

RN Residency & Fellowship Programs
Residency Objectives & Outcomes

• Bridge the academic / practice gap
  o 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

Med Surg Program – first 9 weeks
- Full MS curriculum
- Begin Core Fundamentals
- Precepted time

 Oncology Program – between months 3 and 12
- ONS Modules
- Classroom, simulation, skills
- Precepted infusion time

Core Fundamentals – through month 12
- 7 sessions
- Professional Development
- Peer support

Providence Clinical Academy Oncology Program
- Lesson 1: Fundamentals of Oncology Nursing
- Lesson 2: The Cancer Journey
- Lesson 3: Anti-cancer Medications
All RNs First Year Turnover: PTAP vs non-PTAP

3.86% LOWER FYTO FOR PTAP VS NON-PTAP

Used with permission from Providence
Where to Start:

• Organizational and financial commitment
• Resources → ONS Generalist Competency, ONS content
• Evidence based content and educational design
• Logistics and scalability
About Logan Health

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

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"
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

Staff Development / Educational Model
Based on Novice to Expert work by Patricia Benner

Oncology Staff Development Plan

- 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

Red
- Expert

Teal
- Proficient

Purple
- Competent

Orange
- Advanced Beginner

Blue
- Novice

Teal Certification
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

Purple Certification
- Competent
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

Orange Certification
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

Blue Certification
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

Orange, Red, Teal, Purple, and Orange Certification
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

Blue Certification
- Complete all requirements
- Become Advanced Certified Oncology Nurse
- Become Oncology Certified Nurse
- Maintain chemotherapy immunotherapy competence at Logan Health

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

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?
References


