

Practice Transition Accreditation Program



American Nurses Credentialing Center

CASE STUDY: Emirates Health Services - Nursing Transition to Practice Residency Program

BACKGROUND

Emirates Health Services (EHS) launched the Nursing Transition to Practice (NTTP) Residency Program to support newly graduated nurses in their transition from academic settings to clinical practice. The program is aligned with the ANCC Practice Transition Accreditation Program® (PTAP) standards and is currently implemented across five accredited hospitals within the EHS network. It aims to enhance clinical competence, professional development, and retention among new nurses.

CHALLENGE

EHS faced several challenges in implementing the NTTP program:

- Competency gaps in clinical skills, critical thinking, and professional behavior.
- High preceptor turnover affecting mentorship quality.
- Inconsistent onboarding due to non-cohort hiring.
- Learner retention issues due to personal circumstances and external opportunities.
- Site variability in patient volume and staff mobility impacting program delivery.

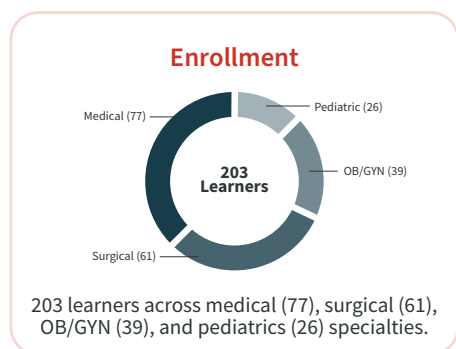
SOLUTIONS AND STRATEGIES

To address these challenges, EHS implemented a multi-faceted strategy:

- Standardized curriculum, centralized resources, and consistent preceptorship models.
- Active stakeholder engagement including HR, educators, site CNOs, and preceptors.
- CPD-accredited preceptor training with refresher courses and continuing education.
- Hybrid learning, high-fidelity simulation, mentorship, and evidence-based practice projects.
- Wellness initiatives including support groups, flexible scheduling, and milestone celebrations.
- Quality assurance through oversight visits, documentation reviews, and an interactive dashboard.

RESULTS

The NTPP program demonstrated significant positive outcomes:



Professional Development: PD hour completion rose from 12.8 in 2023 to 80% in 2024.

Confidence: Casey-Fink survey scores improved from 3.24 (2023) to 3.5 (2025), indicating 88% confidence.

Stakeholder Satisfaction: 94% in 2023 and 91% in 2024.

Retention: Graduate turnover dropped from 6% (2023) to 1.4% (2024), outperforming national benchmarks.

Technology and Quality Assurance: Real-time monitoring via an interactive dashboard covering competency, engagement, satisfaction, and safety metrics.

OUTCOMES AND CONCLUSION

The NTPP program at EHS has successfully enhanced the transition experience for new nurses through structured support, stakeholder collaboration, and continuous evaluation. Key lessons include the importance of teamwork, recognition of faculty contributions, and investment in learner development. Future goals include expanding to more sites and specialties, opening the program to external learners, and achieving national accreditation. The program stands as a model for international organizations seeking PTAP accreditation, emphasizing standardization, stakeholder engagement, and data-driven improvement.

ANCC Practice Transition Accreditation Program® (PTAP) recognizes programs that offer high-quality nurse residency and fellowship programs that transition nurses into practice with confidence and competence.

Contact us at practicetransition@ana.org

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