

Practice Transition Accreditation Program



CASE STUDY: King Hussein Cancer Center (KHCC) Nurse Residency Program

BACKGROUND

Established in 2001 in Amman, Jordan, the King Hussein Cancer Center (KHCC) is a leading institution in oncology care, serving over 14,000 hospitalized patients and 250,000 outpatients annually. KHCC is internationally accredited and recognized for its comprehensive cancer care, research, and education. The nursing department, comprising over 1,100 specialized oncology nurses, represents 37% of KHCC's workforce and is led by Dr. Majeda Al-Ruzzieh. In 2019, KHCC became one of only ten hospitals outside the U.S. to receive Magnet® designation, and in 2020, it became the first hospital in the Middle East accredited for shared governance.

CHALLENGE

KHCC faced several challenges in developing and managing its nurse residency program:

- **Curriculum Development:** Creating a specialized oncology curriculum that aligns with international standards.
- **Balancing Training and Care:** Ensuring residents could manage both learning and patient care responsibilities.
- **Transitioning New Nurses:** Addressing emotional adjustment, delayed critical thinking, and competency gaps.
- **Site Variability:** Ensuring consistency across multiple departments and units.

SOLUTIONS AND STRATEGIES

KHCC designed its residency program to align with the ANCC Practice Transition Accreditation Program® (PTAP) standards through the following strategies:

01 Program Leadership:

A dedicated Residency Program Director and trained clinical preceptors oversee development and implementation.

02 Organizational Enculturation:

Residents are immersed in KHCC's mission and values from day one.

03 Curriculum Design:

Grounded in evidence-based oncology practices, aligned with ONS and ANA standards.

04 Practice-Based Learning:

Structured preceptorships, coaching, and reflection sessions.

05 Professional Development:

Training in ethics, leadership, research, and wellness.

06 Standardization Across Sites:

Centralized oversight, standardized curriculum, and regular feedback mechanisms.

07 Stakeholder Engagement:

Collaboration with executive leadership, educators, and nurse managers.

08 Educational Strategies:

Hybrid learning, simulation, case-based learning, journal clubs, and mentorship.

09 Wellness Initiatives:

Emotional support sessions, flexible scheduling, nutrition support, tourist trips, and recognition programs.

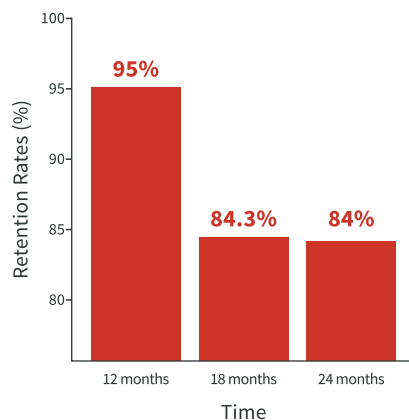
10 Preceptor Support:

Formal training, clear role definitions, and ongoing development.

RESULTS

KHCC implemented robust metrics to evaluate the program's success:

Retention Rates:



Transition to Practice:

100%
of residents
transitioned to independent
practice within 15 weeks.

Assignment Completion:

100%
completion rate
for research and
evidence-based assignments.

Stress Reduction:

Mean stress score of
2.35,
below the organizational
benchmark of 2.40.

Satisfaction:

Overall satisfaction score of
0.947
(Cronbach's alpha = 0.94).

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OUTCOMES AND CONCLUSION

KHCC's nurse residency program has significantly enhanced nurse retention, competency, and satisfaction. Key lessons learned include the importance of balancing standardization with flexibility, preparing preceptors thoroughly, and integrating wellness support. KHCC advises other international organizations seeking PTAP accreditation to engage leadership early and invest in preceptor development.

LOOKING AHEAD

KHCC aims to expand its program through scalability, specialization, innovation, and sustainability, preparing oncology nurses for leadership in a dynamic healthcare landscape.

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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