

Practice Transition Accreditation Program



American Nurses Credentialing Center

CASE STUDY: KSUMC Nurse Residency Program Accreditation Journey

BACKGROUND

King Saud University Medical City (KSUMC) is a leading tertiary care academic medical center in Saudi Arabia, comprising multiple hospitals and specialized centers. Governed by a Board of Directors, KSUMC's mission is to deliver compassionate, excellent care while advancing healthcare, education, research, and innovation.

The Corporate Nursing Affairs department oversees nursing practices across three hospitals—

- King Khalid University Hospital (1,030 beds),
- King Abdulaziz University Hospital (130 beds)
- Dental University Hospital (763 dental chairs, 40 beds)

KSUMC employs a diverse and highly qualified nursing workforce, with 66% holding a BSN and a multicultural staff composition including Saudi nationals (34%), Filipinos (32%), and Indians (25%). The organization offers a wide range of healthcare services and is committed to continuous improvement and excellence in nursing education and practice.

CHALLENGE

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

- **Accreditation Learning Curve:** Navigating the PTAP accreditation process required frequent revisions and adaptation to evolving standards.
- **Resource Constraints:** Limited classroom space, materials, and budget impacted program implementation.
- **Curriculum Complexity:** Designing a flexible curriculum that addressed multiple specialties while aligning stakeholders was difficult.
- **Preceptor Shortages:** Staffing limitations and workload pressures reduced the availability and engagement of qualified preceptors.
- **Communication Barriers:** Language and cultural differences affected team dynamics and onboarding.
- **Retention Issues:** Mismatches between unit expectations and realities led to transfers and resignations.
- **Site Imbalance:** Uneven distribution of residents across sites created inconsistencies in program delivery and outcomes.

SOLUTIONS AND STRATEGIES

To overcome these challenges, KSUMC implemented several strategic solutions:

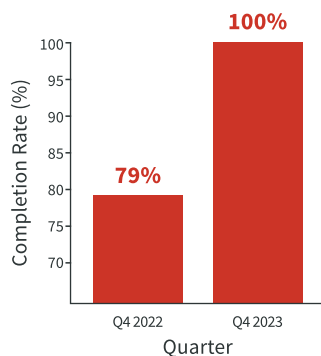
- **PTAP Alignment:** Used the PTAP Manual and gap analysis tool to design a competency-based curriculum aligned with national and international standards.
- **Standardization Across Sites:** Established a unified policy, shared competency framework, and consistent onboarding and evaluation tools.
- **Stakeholder Engagement:** Conducted regular meetings and communications to align leadership, educators, and preceptors with program goals.
- **Educational Innovations:** Adopted hybrid learning, simulation-based training, mentorship, and journal clubs to support professional development.
- **Wellness Initiatives:** Integrated stress management into orientation and offered workshops and access to a Stress Management Clinic.
- **Preceptor Development:** Provided structured training, ongoing support, and recognition to enhance preceptor effectiveness.

RESULTS

The RN Residency Program at KSUMC led to significant improvements in nurse competency, satisfaction, and retention:

Competency Completion

rose from 79% in Q4 2022 to 100% by Q4 2023, exceeding the benchmark and demonstrating enhanced clinical readiness.



Resident Satisfaction

improved through
**structured support
and mentorship,**
as measured by the
Casey-Fink Survey.

Retention

increased due to better
**onboarding, wellness
initiatives, and preceptor
engagement.**

Stakeholder Feedback confirmed
**stronger collaboration
and alignment**
with clinical goals.

Standardization Across Sites ensured
**consistent training
and outcomes,**
despite initial site-based disparities.

These results affirm the program's effectiveness in preparing new nurses for safe, confident practice and in fostering a supportive learning environment.

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OUTCOMES AND CONCLUSION

The residency program significantly improved nurse transition-to-practice outcomes, retention, and competency. Key lessons included the importance of early stakeholder engagement, investment in preceptor development, and celebrating milestones. KSUMC's structured approach fostered a supportive environment for new nurses and positioned the organization as a leader in nursing excellence.

FUTURE DIRECTIONS

KSUMC aims to:

- **Enhance Digital Learning:** Incorporate advanced technologies for improved accessibility and engagement.
- **Invest in Faculty Development:** Ensure educators are equipped with the latest strategies and evidence-based practices.
- **Achieve Reaccreditation with Distinction**
- **Expand to RN Fellowship Accreditation:** Provide advanced learning and leadership pathways for experienced nurses.

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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