

Practice Transition Accreditation Program



CASE STUDY: Saudi German Health's Nurse Fellowship Transition Program (NFTP)

BACKGROUND

Saudi German Health (SGH) is a regional healthcare group operating thirteen multi-site hospitals across the Middle East. With a mission to improve health and ease suffering through quality, safety, and continuous improvement, SGH launched the Nurse Fellowship Transition Program (NFTP) in July 2021. Led by Program Director Ms. Iman Elkouwatly, the program aims to deliver compassionate, evidence-based, person-centered care while advancing nursing practice, professional development, and research. SGH pursued ANCC Practice Transition Accreditation Program (PTAP) accreditation to validate and standardize its nurse fellowship practices across all nine sites in the Kingdom of Saudi Arabia.

CHALLENGE

SGH faced several challenges at the initiation of the nurse fellowship program:

- **Resource Limitations:** Initial shortages in human, material, and financial resources across multiple sites.
- **Consistency Across Sites:** Difficulty in aligning curriculum, assessment, and mentorship practices across diverse clinical environments.
- **Mentor Capacity:** Limited availability of qualified preceptors and mentors, risking bottlenecks in learner support.
- **Competency Gaps:** Variability in new nurse readiness, requiring tailored learning supports.
- **Onboarding Inconsistencies:** Differences in pace and content across sites led to uneven transition experiences.
- **Retention Pressures:** Mentor turnover threatened continuity and learner confidence.

SOLUTIONS AND STRATEGIES

SGH implemented a multi-pronged strategy to address these challenges:

- **Governance and Leadership:** Established a centralized governance model with defined roles (PD, SCCs, CNOs) to ensure consistency.
- **Standardized Curriculum and Assessment:** Developed shared competency frameworks, simulation scenarios, and onboarding blueprints.
- **Mentorship Development:** Expanded mentor pool by 600% and introduced a Preceptorship Cotter Selection Tool to ensure quality.
- **Stakeholder Engagement:** Secured executive sponsorship and involved cross-functional teams in program design and implementation.
- **Educational Innovation:** Integrated simulation-based learning, hybrid modalities, and leadership development.
- **Wellness Initiatives:** Offered welcome kits, peer support, flexible scheduling, mental health resources, and recognition programs.

RESULTS

The Saudi German Health Nurse Fellowship Transition Program (NFTP) has yielded significant, measurable results across multiple domains, demonstrating its effectiveness and scalability:

01 Mentor and Preceptor Capacity

- The mentorship ecosystem expanded by 600% between 2021 and 2024, growing from a small initial pool to a robust network of qualified mentors and preceptors across nine sites.
- This expansion enabled lower mentor-to-fellow ratios, allowing for more personalized coaching and supervision.
- The diversity of mentors improved, offering fellows exposure to a broader range of clinical expertise and leadership styles.

02 Fellow Intake and Engagement

- Increased mentor capacity directly supported higher fellow intake, allowing SGH to scale the program without compromising quality.
- All nine sites demonstrated active engagement, with documented leadership involvement and routine governance activities such as site visits and cross-site forums.

03 Leadership Development

- SGH hosted leadership summits and targeted development programs in June 2021 and June 2023, focusing on supervisory capacity and strategic alignment.
- A specialized leadership course for unit managers helped clarify roles, strengthen support structures, and foster proactive problem-solving.

Practice Transition Accreditation Program

04 Governance and Standardization

- A central steering committee, site coordinators, and mentor forums were established to ensure consistent policy implementation.
- Governance documentation—including meeting minutes, action plans, and implementation outcomes—demonstrated a shift from pilot success to sustainable, standardized practice.

05 Competency Achievement

- Fellows were assessed using standardized rubrics aligned with PTAP competencies at multiple intervals (baseline, mid-program, end).
- Assessments included simulations, skill demonstrations, and 360-degree feedback, resulting in composite competency scores that showed consistent improvement across cohorts.

06 Satisfaction and Feedback

- Structured surveys captured fellow and mentor satisfaction at key milestones, revealing high levels of perceived support, clarity, and coaching quality.
- Feedback loops were used to refine onboarding content, mentorship pairings, and supervision practices, contributing to continuous improvement.

07 Qualitative Outcomes

- Enhanced collaboration and communication among site managers and leaders fostered a shared sense of purpose.
- Fellows reported smoother transitions into practice, greater confidence, and stronger professional identity.
- The program cultivated a culture of reflective practice and resilience, contributing to long-term retention and staff satisfaction.

OUTCOMES

- **Retention and Satisfaction:** Longitudinal tracking of fellow retention and satisfaction surveys showed improved onboarding experiences and coaching quality.
- **Standardization Across Sites:** Consistent implementation of PTAP standards despite local variations.
- **Scalable Model:** Transitioned from pilot success to a scalable, standardized program.
- **Qualitative Improvements:** Enhanced collaboration, communication, and professional development pathways.

Practice Transition Accreditation Program

CONCLUSION

KHSaudi German Health's Nurse Fellowship Transition Program exemplifies a strategic, scalable, and evidence-based approach to nurse onboarding and development. Through proactive leadership, robust governance, and continuous evaluation, SGH has built a resilient system that supports new nurses in delivering high-quality care from day one. The program's success offers a replicable model for international organizations seeking PTAP accreditation and underscores the importance of consistency, mentorship, and wellness in professional transitions. CC 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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