

Versant RN Residency at Baptist Health South Florida: A Successful System Approach to a Clinical Transition Program

The Versant RN Residency at Baptist Health South Florida offers nurse residents training, competency, and professional development for the critical transition from graduation to clinical practice. Through supportive mentoring, coaching and learning, RN residents develop clinical and leadership skills to advance into nurse professionals who deliver high quality patient care. The program recently earned accreditation with distinction from ANCC Practice Transition Accreditation Program™ (PTAP).

Marjorie Lima, MBA, MSN, RN-BC, Manager, Versant RN Residency, discusses the challenges and rewards of the PTAP journey:

Baptist Health South Florida strives to be at the forefront of anything new that will impact and improve processes, and further improve outcomes and patient safety. We sought to become the first healthcare system to be recognized for our successful RN residency program.

National accreditation is a foundational validation of best practices in nursing. ANCC accreditation of the Versant RN Residency affirms that we are doing the right thing by our new nurses. The ultimate outcome is a healthier and more engaged nursing workforce that will provide safe and competent patient care.

Baptist Health South Florida is a huge, multi-hospital system that hires RN residents in many specialties. One of our biggest challenges is to ensure that all who interact with these residents – patient care managers, clinical nurse educators, preceptors, debriefers, mentors, subject matter experts – have the tools necessary to produce successful, confident, and capable nurses. PTAP accreditation helps make this possible.

The success of our RN residents is our biggest reward. The residency program helps nurses grow in confidence and competence and become preceptors to future RN residents. Accreditation sets the bar even higher. It reminds everyone to strive for the best and look for ways to improve nursing practice for patients, as well as the generations of nurses who follow.

ANCC accreditation also boosts recruitment. Before selecting Baptist, many RN residents explored various facilities, looking for a Magnet®-designated organization that also offered an RN residency program to help them transition successfully into practice. The PTAP distinction adds to Baptist's reputation as an organization committed to the highest standards for patient care, patient outcomes, and an engaged and valued nursing workforce.

Patients, too, want a healthcare organization committed to the highest standards and support for nursing practice. They look for Magnet designation as well as an accredited RN residency program. PTAP accreditation shows them that Baptist Health South Florida is committed to their safety and best outcomes.

To others considering the PTAP journey, we offer this advice: Take a close look at your preceptorship program. Engage in open dialogue with preceptors about their role and what they

need in order to be prepared to successfully transition new nurses. Preceptors who are validated and valued will bring best outcomes in transitioning new nurses.

About Baptist Health South Florida

Baptist Health is the largest healthcare organization in the region, with seven hospitals (Baptist Hospital, Baptist Children's Hospital, Doctors Hospital, Homestead Hospital, Mariners Hospital, South Miami Hospital and West Kendall Baptist Hospital) and more than 30 outpatient and urgent care facilities spanning three counties. The not-for-profit, faith-based Baptist Health has more than 15,000 employees and 2,200 affiliated physicians, and also includes Baptist Health Medical Group, Baptist Outpatient Services, and internationally renowned centers of excellence. Baptist Health Foundation, the organization's fundraising arm, supports services at all hospitals and facilities. Baptist Health is listed by *Fortune* magazine as one of the 100 Best Companies to Work for in America (No. 19 in the nation and No. 1 in Florida) and has remained on the list for 14 years. It was also recognized as one of the World's Most Ethical Companies for the third year in a row by the Ethisphere Institute. baptisthealth.net

About the ANCC Accreditation Program

The ANCC Accreditation program recognizes the importance of high-quality continuing nursing education (CNE), skills-based competency, and nurse practice transition programs. Around the world, ANCC-accredited organizations provide nurses with the knowledge and skills to help improve care and patient outcomes.

Accreditation by ANCC validates that a nursing residency or fellowship program has been operationalized to meet ANCC standards, regardless of whether the curriculum is developed in-house or purchased from a provider. Use of any course/material/service does not imply eligibility for or successful performance in the submission of credential applications, nor is it a requirement to qualify for accreditation. ANCC does not endorse any products or services. nursecredentialing.org/accreditation