

## Celebrating PTAP Case Study: 2 Years at Children's Hospital Los Angeles

The Versant RN Residency in Pediatrics was founded at Children's Hospital Los Angeles (CHLA) in 1999 because the organization saw a substantial need to bridge the gap between school and practice.

"Nursing schools don't have the capacity to train new nurses to function independently in a setting like Children's Hospital Los Angeles, which serves some of the most critically ill pediatric patients in the western United States," said Sandy Hall, MSN, RN-BC, NE-BC, manager of the Versant RN Residency in Pediatrics at CHLA. "Additionally, we saw a huge issue with turnover in the first two years of practice—this was largely attributed to a sense by new nurses that they weren't adequately prepared and did not feel safe in their practice."

Throughout the program's 17 years of operation, the residency has proven to provide not only the extra support new graduate nurses need in their transition, but also the most cost-effective method of recruiting, training, and retaining nurses within the organization.

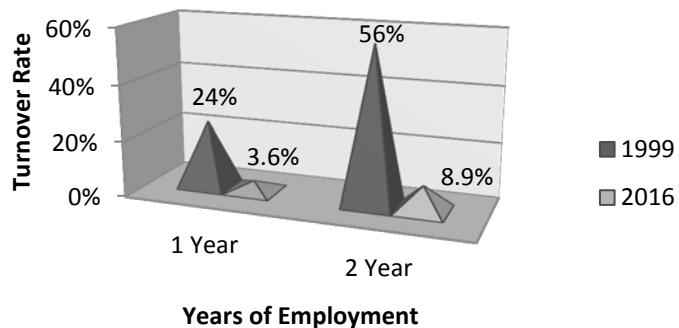
With nearly two decades of operation under its belt, the Versant RN Residency in Pediatrics program at CHLA could have easily become complacent, something Hall said the program show runners have been acutely aware of.

The American Nurse Credentialing Center's (ANCC's) Practice Transition Accreditation Program™ (PTAP) served as the perfect resource and accreditation for CHLA to compare its program with a defined set of national standards. Specially, Hall said the gap analysis was particularly helpful, and allowed her team to identify their strengths as well as opportunities for improving their processes.

"We firmly believe that we have the opportunity to improve our residency with each cohort of residents that passes through our doors; the PTAP accreditation process reaffirmed that for us," Hall said. "One of the main things that we discovered when preparing our document was that although our preceptors are absolutely wonderful and our managers ensure that our preceptors are appropriately prepared to precept, the process for accomplishing this is quite varied throughout the organization. Individual units have multiple ways of preparing preceptors for their role. This helped us to focus on opportunities for house-wide standardization in some areas, while still deferring to the expertise of our individual unit education managers to ensure preceptor training is consistent and thorough."

Hall said the program now requires all preceptors to complete two online modules related to precepting to ensure a consistent message is being sent and received. Additionally, each unit now has a preceptor resource binder that preceptors are required to review and acknowledge prior to each residency cohort. The content in the binder is a combination of material from the RN Residency and unit-specific material provided by the unit education manager.

In addition, PTAP has helped the Versant RN Residency at CHLA maintain improved turnover rates. Prior to the implementation of the RN Residency in 1999, the organization's one-year turnover rate was approximately 24 percent, and the two-year turnover rate was approximately 56 percent. The current one-year turnover rate is 3.6 percent and the two-year is 8.9 percent.



According to Hall, the PTAP accreditation has afforded an even stronger level of organizational support for the program, as well as enthusiasm from applicants and residents.

"The level of confidence in the program from the executive team has grown to the extent that we have been given the opportunity to start a Transition Residency [which will soon be renamed to Transition Fellowship] for experienced nurses transitioning into a new specialty area," she said. "[Applicants and residents] are so proud to know that they are part of a program that is constantly striving to stay at the top of its field on a national level. Since more than 50 percent of our nursing staff are residency alumni, many have also expressed a great deal of pride in the knowledge that CHLA's residency is recognized on this level."

"[Our PTAP accreditation] is a source of pride that we absolutely do not want to lose, so this provides us with an imperative to stay abreast of the latest trends in nursing education, precepting, adult learning, and classroom technology to ensure that we continue to deliver the highest possible quality evidence-based product to our residents," Hall concluded.

For more information about PTAP and to read about other PTAP organizations, visit [www.nursecredentialing.org/CaseforPTAP](http://www.nursecredentialing.org/CaseforPTAP).

#### About Children's Hospital Los Angeles

Children's Hospital Los Angeles (CHLA) is a 501(c)(3) nonprofit institution that provides pediatric health care to more than 111,000 children each year in a setting designed just for their needs.

It is CHLA's goal to take care of acutely ill and injured children in today's increasingly complex technological environment. New graduate nurses need extended clinical experiences with appropriate support systems for a successful transition from nursing student to professional nurse.

CHLA is the founding hospital of the Versant RN Residency. Created in July 1999, the 22-week program provides new nursing school graduates with a comprehensive clinical and learning experience to prepare them for work in an acute care environment. It has become the national model for new graduate nurse residency programs throughout the United States.

## **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.

## **About ANCC**

ANCC is the world's largest and most prestigious nurse credentialing organization. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas; recognize health care organizations for promoting safe, positive work environments through the Magnet Recognition Program® and the Pathway to Excellence® Program; and accredit providers of continuing nursing education, skills competency programs, and transition-to-practice programs. ANCC provides leading-edge information and education services and products to support its core credentialing programs. ANCC continues to drive nursing excellence, quality care, and improved outcomes globally through innovation, research, and operational positive practice.

ANCC is part of the ANA Enterprise. The ANA Enterprise comprises the American Nurses Association, the American Nurses Credentialing Center, and the American Nurses Foundation.