

Seton RN Residency/Seton Healthcare Family Austin, Texas

Developed by nurses for nurses, the Seton RN Residency Program is an evidence-based clinical support system that helps new nurses transition from student to confident nursing professional. The multistage program provides long-term support with best practice strategies to address the move into the workplace for newly licensed nurses. Experienced RNs serve as coaches, preceptors, and facilitators. The program recently earned accreditation from the ANCC Practice Transition Accreditation Program™ (PTAP).

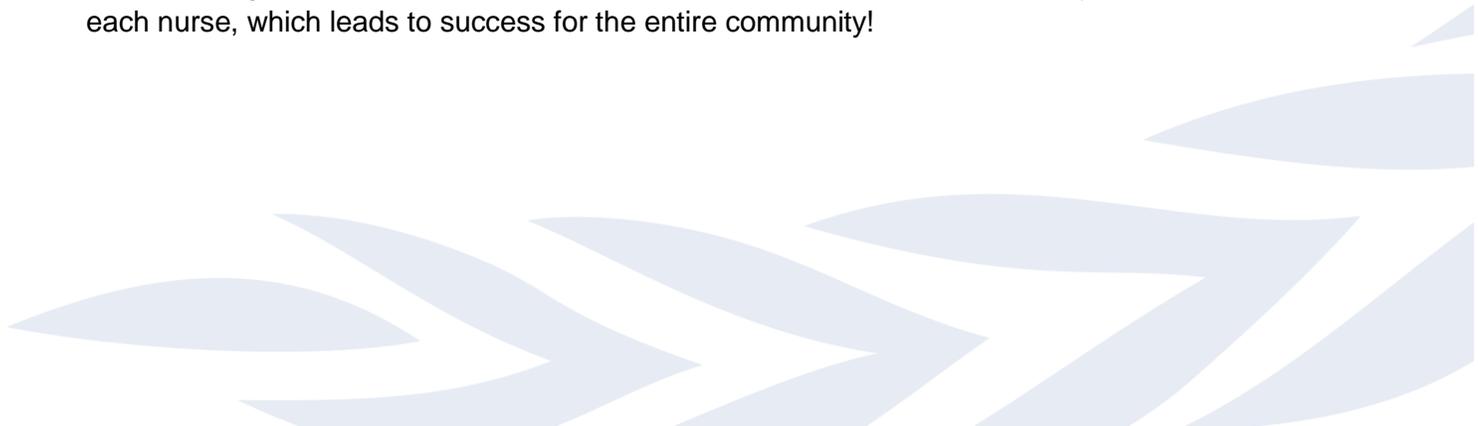
George Langan Jr., MSN, RN-BC, Network Clinical Educator Manager, shares the challenges and rewards of Seton's PTAP application process and how ANCC accreditation impacts the organization:

The Seton Healthcare Family is a faith-based, nonprofit healthcare system that strives to expand access to high-quality, low-cost, person-centered care throughout the greater Austin community. We wanted to create an evidence-based RN residency program to deliver the best possible support to new nurses as they transition to practice in our health care system. We sought not only a financial return on investment (ROI), but also a measurable impact on nursing care delivery with a focus on safety, interdisciplinary communication, and use of evidence to guide practice. ANCC accreditation would reinforce our movement toward improvement in these difficult-to-measure areas.

Pursuing ANCC accreditation was our "I have a dream" moment—a way to contribute to the trajectory of nursing practice in our community and the nation. We viewed it as an important step toward a future in which a nationally standardized and funded RN residency supports every newly licensed nurse in transition to practice.

ANCC accreditation demonstrates that Seton's RN residency program meets rigorous standards established by experts in the field. It positively impacts recruitment as newly licensed nurses recognize the value of employment with an organization that invests heavily in the success of each new RN. Additionally, ANCC accreditation provides evidence and direction to help Seton evaluate educational ROI and make other important financial decisions.

Our biggest reward is the knowledge that we provide a service to newly licensed RNs that meets the highest levels of excellence. As a result, we increase the probability of success for each nurse, which leads to success for the entire community!



Our ability to benchmark with other accredited transition-to-practice programs will help build the body of evidence needed for continued improvements. Our ability to leverage that evidence to create a uniform, best-practice curriculum for all RN residencies is monumental and will further enhance decision making and quality improvement.

Externally, we expect an increase in newly licensed RNs applying to our organization. Internally, we expect greater RN involvement in professional activities and strategic planning. As mentioned above, we hope ANCC accreditation serves as a springboard to change both within our organization and in the wider nursing profession as residency program assessment and standardization advance.

PTAP reinforces the importance of providing RN residency programs that support newly licensed nurses and help them succeed. To others considering ANCC accreditation, we recommend the [gap analysis tool](#) to determine readiness and alignment with ANCC criteria. It will help identify potential gaps in need of improvement. For example, our self-study metrics indicated the need to adjust our reflective practice sessions. After ANCC accreditation, we made changes that benefit residents and strengthen this important practice improvement tool.

The deeper we went into our self-study, the better we appreciated our residency program and its value to all stakeholders. ANCC Accreditation confirms this to the outside world. You can bake a pie that you think tastes really good, but when others tell you it tastes really good, it brings a whole new level of pride.

Accreditation Program

The ANCC Accreditation program recognizes the importance of high-quality continuing nursing education and skills-based competency 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.