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Elissa Harmon RN, MSN, CCRN

Thomas Jefferson University Hospital, Department of Nursing Clinical Nurse Specialist, Program Coordinator

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# Graduate Nurse Residency Programs: Bridging the Knowledge - Practice Gap

Elissa Harmon, RN, MSN, Program Coordinator

Department of Nursing Education, Thomas Lefferson University

Department of Nursing Education, Thomas Jefferson University Hospitals, Philadelphia, PA

### **Program Background/Concept**

- Thomas Jefferson University Hospitals' Post-Baccalaureate Graduate Nurse Residency Program is based on the University HealthSystem Consortium (UHC) & American Association of Colleges of Nurses (AACN) nationally standardized curriculum. The program maintains an evidence-based foundation.
- The Graduate Nurse Residency Program is a result of the partnership between Thomas Jefferson University
  Hospitals and the Jefferson School of Nursing to support the Graduate Nurse (GN) through the transition
  into his/her first professional role.
- Program framework is based on *Benner's* model of Skill Acquisition.

Novice → Advanced Beginner → Proficient → Competent → Expert



## **Purpose of the Graduate Nurse Residency Program**

- To provide the foundation needed to address the unique needs of Graduate Nurses (GNs) through their first year in a professional role
- To promote autonomy and effective decision-making skills through application-based learning opportunities
- To blend the collaborative atmosphere of peer networking opportunities with the promotion of critical-thinking skills and hands-on activities

#### **Knowledge – Practice Gap**

- · Nursing Theory
- Professional Development
- Research

- Application of Clinical Skills
- Clinical Leadership
- Evidence-Based Practice

### **Program Goals**

- Develop effective decision-making skills related to clinical judgment and performance
- Provide clinical nursing leadership at the point of care
- Incorporate research-based evidence linked to outcomes into practice
- Provide support for the Graduate Nurses during their first position as they develop in their professional roles
- Formulate an Individualized Development Plan related to their new clinical role

— University HealthSystem Consortium (2008)

# **Program Objectives**

- Improve communication skills
- Promote critical thinking
- Develop autonomy at the bedside
- Integrate evidence-based practices into patient care
- Positively affect the retention of Graduate Nurses

#### **Method**

- Implementation of the Graduate Nurse Residency Program provides:
- Peer support for Graduate Nurse
- Standardized curriculum
- Application-based learning activities
- Program input from participants



# **Application-Based Learning**



#### **Conclusion**

- The Graduate Nurse Residency Program is beneficial to the Graduate Nurse and the employer.
- The program:
- Promotes better patient outcomes
- Improves nurse satisfaction
- Decreases Graduate Nurse turnover rates

