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Incorporating IOM and QSEN Competencies into a Nurse Residency Program
Objectives

1. Evaluate IOM and QSEN competencies and how they are currently addressed in the onboarding of new graduate nurses.

2. Formulate an outline for a nurse residency program based on IOM and QSEN competencies.
Four Key IOM Messages

1. Nurses should practice to the full extent of their education and training.
2. Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
3. Nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States.
4. Effective workforce planning and policy making require better data collection and an improved information infrastructure.
Implement Nurse Residency Programs.

State boards of nursing, accrediting bodies, the federal government, and health care organizations should take actions to support nurses’ completion of a transition-to-practice program (nurse residency) after they have completed a pre-licensure or advanced practice degree program or when they are transitioning into new clinical practice areas.
RN Transition to Practice

“The current system of nursing education is not adequate to prepare today’s nurses for the immediate future.”

Benner et. al. 
*Educating Nurses: A Call for Radical Transformation (2010)*

- National Council of State Boards of Nursing (2009)
- Carnegie Study on Nursing Education (2010)
- Joint Commission (2002)
- IOM Report 2010

Ineffective Transition Into Practice Puts Patients, Hospitals, and Nurses at Risk
Programs that Transition to Practice

Structured or traditional orientation programs
• Limited time
• Focus is not on professional development

Nurse Residency
• 1 year recommended program
• 18 week immersion with 34 weeks of supportive components.
• Focus on professional development
An Evidence-based Nurse Residency

- Structure and standardization
- Evidence based content & residency practices
- Educational content management
- Clinical immersion experience with dedicated preceptors

- Support: preceptors, subject matter experts
- Transparency and accountability
- Communication
- Active stakeholder engagement & organization-wide commitment
- Rigorous evaluation
Objective 2

Evaluate IOM and QSEN competencies and how they are currently addressed in the onboarding of new graduate nurses.
QSEN & IOM Competencies

- Patient-centered Care
- Teamwork & Collaboration
- Evidence-based Practice
- Informatics
- Quality Improvement
- Safety
Crosswalk & Development

• Needs assessment/ Gap analysis
• QSEN/IOM competencies in areas of:
  ➢ curricula
  ➢ clinical practice
  ➢ supportive components
Curriculum-Competency Development

Role Perspectives
- The CNO
- The Educator
- The Resident
- The Patient
Strategies

Move toward strategies that focus on improved patient care through effective teaching and learning.
Teaching Strategies

Using QSEN resources:
• Competency domain
• Learner level
• Learner setting
• Strategy type

http://qsen.org/teaching-strategies/strategy-search/
Outcomes

What is the goal or anticipated impact on the:
• Nurse (clinical practice)
• Patient
• Organization
• Profession
Activity

Formulate an outline for a nurse residency program based on IOM and QSEN competencies.
The Future of the Nurse Residency

- Transition Residency
- ARNP Residency
- Current research
- NCSBN Research –2014
- CMS reimbursement
- The QSEN Invitation
Questions?

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