

What It Means to be a WellSpan Nurse

WellSpan Health's mission to *work as one to improve health through exceptional care for all, lifelong wellness, and healthy communities*, is what it means to be a WellSpan Health nurse.

Here you will be a respected member of the interprofessional healthcare team focused on providing evidence-based care leading to high-quality outcomes.

At WellSpan Health we have created a culture that supports nursing through professional development, autonomous nursing practice, and shared decision making at the system, entity, and unit levels. Benefits available to WellSpan Health nurses include:

- Orientation and Nurse Residency Program
- Professional Development Opportunities
- Clinical Ladder
- Shared Decision Making
- Evidence-based nursing practice in a collaborative interdisciplinary environment

Mission:

To successfully transition the newly licensed Nurse from the role of Student Nurse to Professional Nurse.

Objectives:

As a result of participating in the Nurse Residency Program the newly licensed Nurse will demonstrate positive outcomes in the following areas:

- Support
- Patient Safety
- Stress
- Communication/Leadership
- Professional Satisfaction & Development



Your health and safety is our No. 1 priority.

Visit [WellSpan.org/Safe](https://www.wellspan.org/safe) to learn the steps we are taking to provide safe care for all.

Nurse Residency Program



Why Residency is so Important

The transition from Student Nurse to Registered Nurse is a difficult one. Nurse Residency Programs (NRPs) have been implemented throughout the United States to assist with the unique challenges the new Graduate Nurse will face. Mentorship is a key component within the WellSpan Nurse Residency Program.



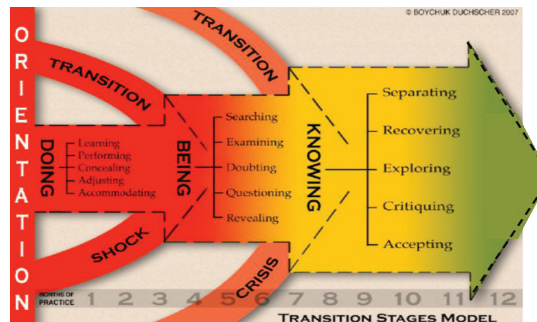
Transition Stages

Stage One - Hire date through three months post-graduation. The Resident needs to reconcile their identity as a Student Nurse with that of a Clinical Nurse.

Stage Two - Three to six months post-graduation. The Resident must cognitively adapt to the new demands of the position.

Stage Three - Six to twelve months post-graduation. The Resident experiences feelings of confidence, optimism, and purpose.

(Duchscher, 2012)



Final Residency Capstone

An EBP or PI project designed to meet a need on your unit of practice.

- All-inclusive EBP instruction throughout program
- Librarian and research nurse guidance
- Poster presentation at completion of residency

Reference:

Duchscher, J. E. B. (2012). *From surviving to thriving: Navigating the first year of professional nursing practice* (2nd ed.). Calgary, AB: Nursing the Future.

How You Are Supported

Visitation

Unique to WellSpan Health's Nurse Residency Program is the incorporation of 1:1 visitation with the Nurse Resident by a Professional Development Specialist. This ensures a smooth transition for our Residents.

Mentorship

The Resident is mentored on the unit by current and former Nurse Residents, Preceptors, Nurse Managers, and Clinical Educators.

Our Program

ANCC PTAP Accredited

- Our curriculum is validated and meets the standards of excellence required by the American Nurses Credentialing Center for a Practice Transition Accreditation Program
- WellSpan holds this accreditation with only 171 other programs throughout the United States
- WellSpan is the only PTAP accredited program in South-Central PA.

Our Curriculum

- Total of 9 sessions
- 1 year in length
- All newly hired Nurses with less than one year of acute care experience are enrolled.
- Content focused on defining clinical practice as well as psychosocial support of the new graduate nurse.
- Focus on the enculturation of new graduate nurses within the organization

To apply for a position visit:
www.joinwellspan.org/nurses/