

## RESIDENCY PROGRAM BACKGROUND

 **Launched Feb 2023**



**2000+**  
Nurses Annually



**90+**  
Hospitals



**1-Year**  
Curriculum

### INTRODUCTION

Newly licensed nurses often experience **“reality shock”** during their first year—stress, anxiety, and reduced confidence that can lead to early turnover.



Research shows the highest risk occurs between months 3–9, when well-being support is often limited. Integrating a sustained well-being curriculum can help ease this transition, support new nurses’ success, and improve retention.

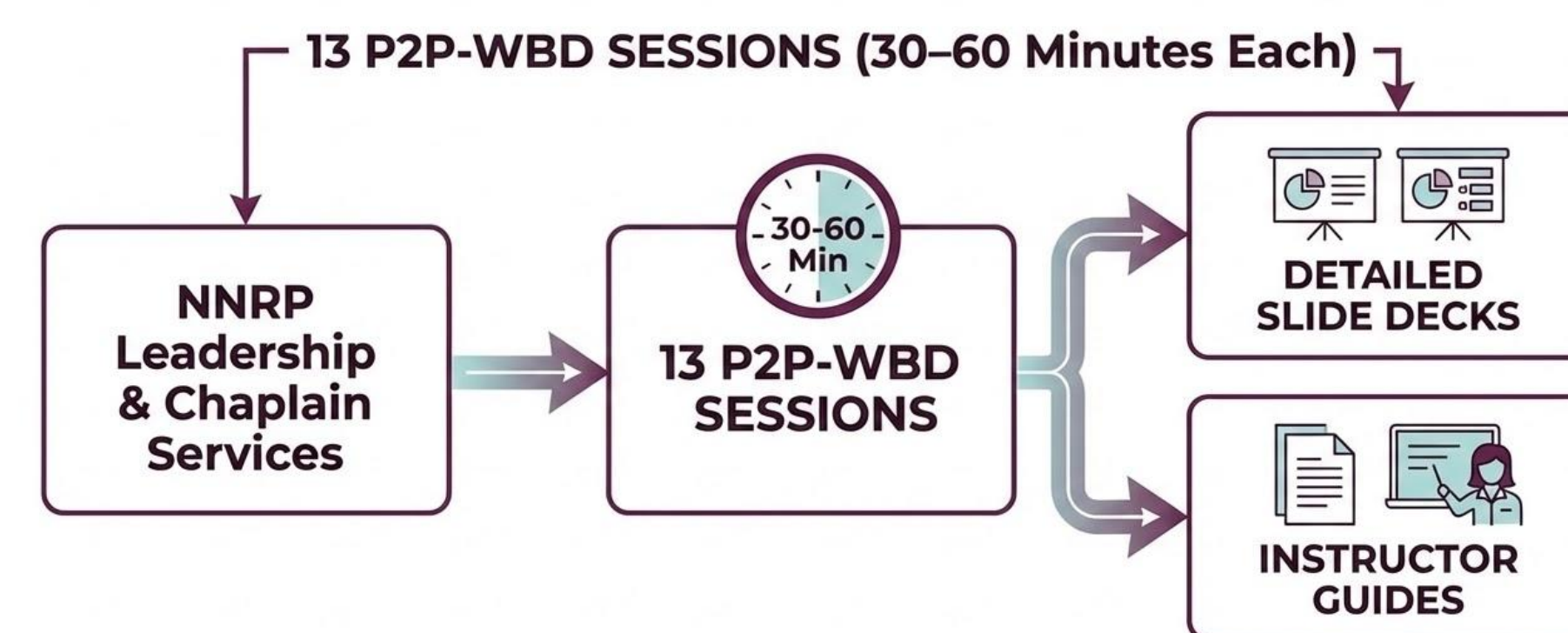
### IMPACT STATEMENTS

-  **Ensures mission continuity & vision fulfillment:** Emphasizes how a thriving nursing workforce is foundational to upholding the organization's core values and future objectives.
-  **Protects and values human capital:** Positions the nursing workforce as a **“valuable asset”** underscoring the strategic importance of well-being curriculum.
-  **Shifts from reactive to proactive support:** Articulates a strategic move towards preventive well-being interventions, demonstrating foresight and effective resource management.
-  **Fosters foundational stress management:** Equips nurse residents with early, **practical well-being tools** (e.g., deep breathing, mindfulness).
-  **Cultivates consistent self-care habits:** Integrates strategies throughout the residency for real-world application.
-  **Normalizes proactive professional well-being:** Reduces psychological toll by embedding self-care in practice.

### INTERVENTION & METHODS

#### Program Development (2024)

NNRP leadership and chaplain services created 13 Peer-to-Peer Wellness-Based Debrief (P2P-WBD) sessions



#### Content and Theoretical Frameworks

- Content meticulously crafted using:
- Transition Cycle (Hopson, 2017)
  - Mind-Body Medicine principles (Gordon, 2023)
  - Organization's health and wellbeing resources

Session topics addressed key areas such as:



#### Implementation

- Facilitated by NNRP Site Coordinators, Education Specialists, NNRP Market Directors, and Chaplains.



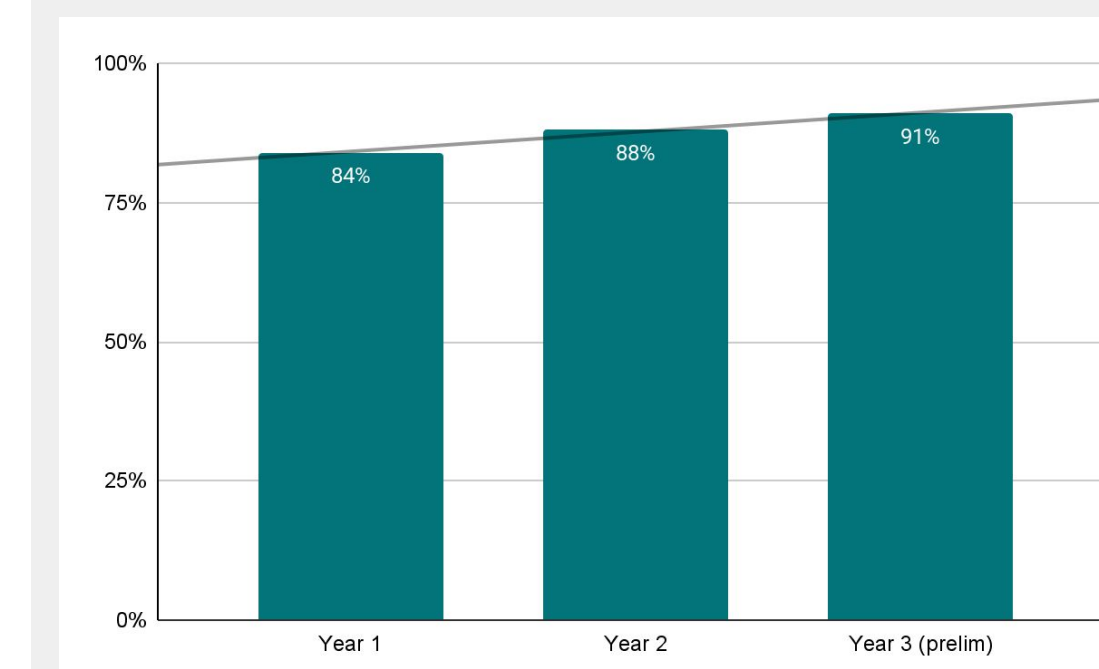
**3,700+ Residents (2023–2025)**

#### Program Refinement (2026)

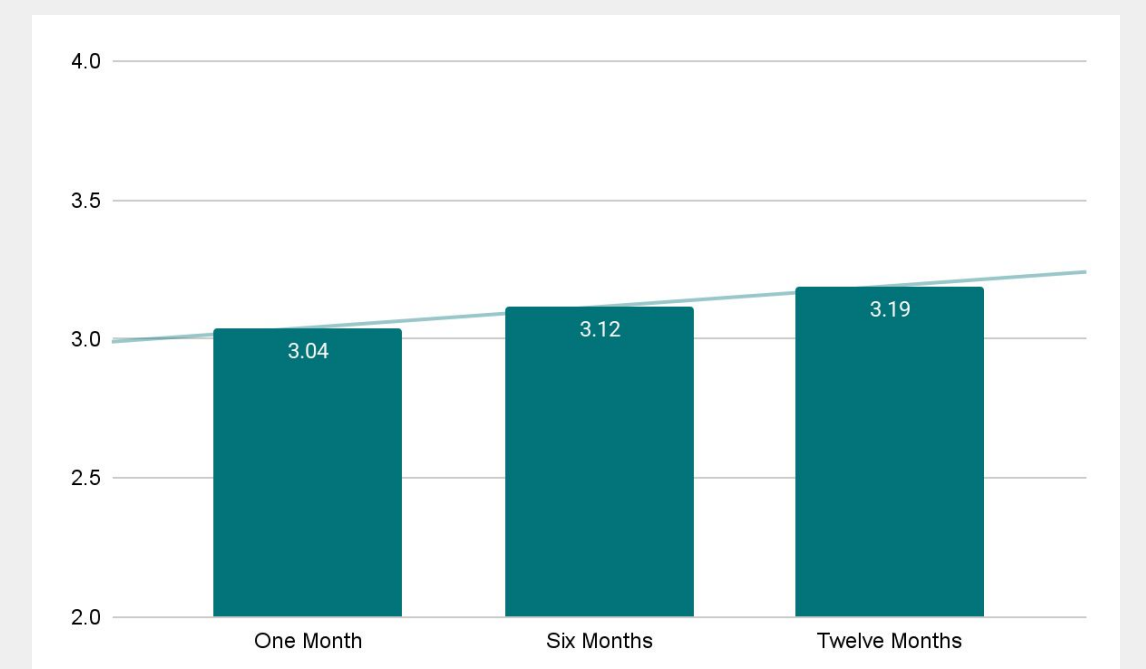
- Content redesigned based on feedback from residents, educators, and presenters.
- Standardized 30-minute structure adopted.
- Focus shifted to be explicitly Nurse Resident-centric with clear purpose.

### OUTCOMES




**Aggregate retention: 91%**  
**Program completion retention: 87%**



**Casey-Fink Resilience Subscale**



### APPLICATION TO OTHER SETTINGS

-  **Transferability:** The principles and documented success of this **integrated well-being curriculum** are highly transferable.
-  **Target Audiences:**
  - Professions facing similar workforce challenges.
  - Demanding professional environments characterized by high stress, emotional labor, and potential for **transition stress**.
  - Healthcare disciplines (e.g., physicians, therapists).
  - Healthcare settings (inpatient and outpatient).
-  **Core Universal Concept:** The fundamental concept of equipping individuals with **self-care tools** from the outset and reinforcing these skills throughout their professional development is universally applicable.



### REFERENCES AND CONTACTS



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