

HIGHLAND HOSPITAL

Nurse Residency Program

Your Successful Transition to Professional Nursing

Highland Hospital is home to Rochester's first and only ANCC Practice Transitions Accredited Program (PTAP). Our Nurse Residency Program (NRP), offers you an unparalleled transition to your professional career. Our NRP is an evidence-based program that meets national and state safety, quality, and professional standards.



NRP Overview

During this one-year program, nurse residents:

- Work on mastering a variety of skills during unit/department orientation
- Participate in simulations and review clinical case scenarios
- Learn about policy, procedures, and regulatory requirements
- Attend class sessions with experts

Monthly 4-hour classroom sessions focus on:

- Critical Thinking Skills
- Prioritization of Care
- Time Management
- Delegation
- Communication
- Role Transition
- Professional Development
- Advanced Clinical Thinking
- Quality and Safety
- Patient Safety Topics
- Magnet Standards
- Increasing self-awareness related to stress management, exploring coping mechanisms, and identifying personal challenges

Benefits of Highland's NRP

As Rochester's only hospital-based accredited NRP, we can help you handle the anxiety that comes with transitioning to a professional nurse. Challenges faced by all new grads include lack of experience, immersion into an unfamiliar environment, and the responsibility of caring for real patients.

The NRP provides individualized growth and development opportunities within a nurturing and supportive environment. With support from leadership, unit staff, and mentors, our NRP will help you successfully transition to professional nursing, which is critical to your success, job satisfaction, and role identification.

Our Success Since 2017

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We are the **ONLY** ANCC PTAP program in the region

- We achieved ANCC PTAP in 2019 and were reaccruited in 2023.

Highland has graduated **17** cohorts

17

- 97% of graduates stay at Highland after their first year
- 92% of graduates say they have job satisfaction and fulfillment at 12 months
- 98% of graduates felt they were continuously supported during the program
- 100% of graduates complete their evidence-based project

265

There are only **265** ANCC Practice Transitions Accredited Programs (PTAP) in the country

- Highland is part of the prestigious group to receive the Highest Honor for our nurse residency program

311 nurses have benefited from our NRP:

- 4-hour monthly sessions for 12 months
- Support from mentors, colleagues, and leadership
- Professional development opportunities

311

Residency

- The NRP includes an orientation and supplements nurses' growth over the first year in a safe, supportive environment. Highland provides deeper connections and more support through formal and informal learning opportunities focused on best practices.
- Learning opportunities will go above and beyond the hospital- and unit-specific orientation. You'll be ready to take on bigger challenges and additional responsibilities to become a leader among your peers.
- You'll also develop natural mentor relationships to help you transition from student to professional nurse.

Here are a few ways our NRP complements our orientation:

- Builds confidence by linking critical thinking with critical actions
- Creates professional connectivity among intergenerational nurses to ensure that values are passed along and celebrated
- Occurs during a career transition
- Fosters reflection and exploration of what it means to be a nurse through case review and use of the self as an instrument of healing
- Advances communication skills and reinforces the necessity of navigating organizational politics to protect the patient from physical and emotional harm



Orientation

- 1.5 weeks of central nursing orientation
- 10-12 weeks of unit-specific orientation
- 12-40+ weeks of orientation for specialty units: ED, ICU, PACU, FMC



Success



"If it weren't for this program, I am not sure that I would have made it this far."

Same Day Surgery

I love the challenges I face every day. This program has given me so much confidence.

E7



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