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). Called our Nurse Residency Program (NRP), it can offer 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.

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.

NRP Overview
During this one-year program, nurse residents:
- Work on mastering a variety of skills
- Participate in simulations and review clinical case scenarios
- Learn about policy, procedures, and regulatory requirements
- Listen to speakers
- Participate in wellness and self-reflection exercises

Monthly 8-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

Our Success Since 2017
- We are the ONLY ANCC PTAP program in the region
- We achieved ANCC PTAP in 2019 and are in our accreditation cycle for 2023
- Highland has graduated 16 cohorts
  - 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
- There are only 117 ANCC Practice Transitions Accredited Programs (PTAP) in the country
  - Highland will be 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
Residency vs. Orientation

Residency

• The NRP supplements orientation and helps new nurses feel comfortable and confident at Highland by providing deeper connections and more support through formal and informal learning opportunities focusing 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

“If it weren’t for this program, I am not sure that I would have made it this far.”

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

Same Day Surgery