**Project Title:**

Registered Nurse Residency Program to Enhance Readiness for Practice in Long-Term Care

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The purpose of this project is to develop, implement and evaluate a 12-month RN residency to enhance the readiness of RNs to practice in certified long-term care (LTC) facilities. The goals are to support state-wide implementation of LTC RN residencies to improve the quality of care and the quality of life of LTC patients/residents. This will occur through stabilization of the RN workforce through increased ease of recruitment and retention, attainment of the *Professional Competencies for Nursing Home Nurses*, and enhanced job satisfaction. Specific outcomes for the LTC residents/patients and their families will be improved satisfaction with care as well as improved care outcomes such as lower rates of readmission to the hospital, and decreased use of antipsychotic medications. The 36 month-long project will recruit up to 75 recent RN graduates for selection to the RN residency and up to 75 clinical coaches who are experienced RNs employed in the participating Washington State LTC facilities. The newly graduated RNs, who must meet employment criteria and be offered positions by the LTC facilities, will complete a LTC RN residency program which incorporates both clinical and didactic content. This collaborative project will be spearheaded by a consortium consisting of the Washington State University College of Nursing (WSU CON), the University of Washington School of Nursing (UW SoN) and the University of Washington Center for Health Workforce Studies (UWCHWS). WSU CON and UW SoN will co-lead design and implementation by WSU CON, and UWCHWS will monitor and evaluate the project.

Expectations for RN Residents

* Completion of the 12-month RN residency
* Completion of all learning modules for which the RN resident will receive continuing education credit will be offered
* Participation in weekly 30-minute meetings with the clinical coach
* Completion of a practice project addressing a practice or policy issue, or leadership concern, at the LTC site that is mutually agreed upon by the resident and the LTC site
* Submission of quarterly reports on activities
* Participation in a quarterly cohort virtual meeting
* Completion of evaluation activities
* Attendance at a continuing education project relevant to LTC which will be funded by the project
* Agree to remain employed in the hiring LTC one additional year after completion of the residency

Expectations for Clinical Coaches

* Active participation as a clinical coach for the 12-months RN residency
* Completion of all learning modules for which continuing education credits will be offered
* Participation in a weekly 30-minute meeting with the RN resident
* Submission of quarterly reports on activities
* Participation in a quarterly cohort virtual meeting
* Attendance at a continuing education conference relevant to LTC which will be funded by the project
* Completion of evaluation activities

Expectations for the LTC facility

* Agreement to hire RN residents from a pool of interested applicants recruited by the project
* Participation of an administrator who is the project liaison in a project orientation
* Provide paid leave for the RN residents and clinical coaches to attend a one day orientation, quarterly online meetings, periodic meetings to develop a practice project and a continuing education conference paid for by the project
* Scheduling a 30 minute mentoring session weekly for the RN Resident and clinical coach
* Participate in the project evaluation allowing staff, LTC patients/residents to be interviewed, and provide select demographic and outcomes data for analysis
* Consider offering incentive pay for an RN resident who completes a second year of employment after the completion of the residency