BACKGROUND AND PURPOSE
Background:
Academia alone cannot adequately prepare nurses for challenges of the ever-changing health care system, increasing patient acuity, and advancements in the technological environment. An increase of 42.3% in the nursing workforce is needed to address the anticipated nursing shortage due to new nurses leaving the profession within the first year post graduation and to retirement. Literature demonstrates that newly graduated nurses benefit from additional training to master their clinical skills. The goal of this innovative post baccalaureate nurse residency (PBNR) program is to help new bachelor’s in nursing (BSN) graduates’ transition successfully to their first nursing role to meet the future needs of health care in the ambulatory care setting. A pilot cohort was recruited for academic year 2019-2020.

Purpose:
The purpose of the VA Puget Sound Health Care System PBNR is to:
• Promote the advanced education of new BSN graduates
• Deliver patient-centered care as part of interprofessional teams in ambulatory care
• Create clinical leaders who can transform healthcare services, and improve health outcomes.

KNOWLEDGE TO ACTION FRAMEWORK AND OBJECTIVES

Knowledge
Clinical
Application
Evaluation
Primary Care
Care Coordination
Evidence Based Practice
Ethical Decision Making
Interprofessional Collaboration
Mentoring

Clinical Skills
Competency
Knowledge Synthesis
Professional Role Self Efficacy

Synthesis of best available evidence
Informatics and Technology
Clinical Judgment
Coaching

CLINICAL – EDUCATIONAL EXPERIENCE

PHASE 1
Home Unit – Primary Care Clinic (6 months) Clinical Practice Rotation Away from Home Unit (6 months)

PHASE 2
Home Unit – Primary Care Clinic (6 months)

PHASE 3
Home Unit – Primary Care Clinic (6 months)

INTERPROFESSIONAL LEARNING

Patient Aligned Care Teams (PACT) Members
• DNP Postgraduates Fellows
• DNP Primary Care and Mental Health Students
• RN Care Managers
• Medicine Residents Postgraduate years 1-3
• Pharmacy Residents
• Psychology and Psychiatry Fellows
• Social Work Interns

Leadership and Scholarship
• Participate in Evidence Based Practice Committee reviews
• Review new literature and clinical evidence to update policies & procedures
• Collaborate in opportunities for leadership skills development
• Mentored and guided support for research projects, and presentations

ASSESSMENTS AND EVALUATIONS

PRELIMINARY RESULTS
Pilot Cohort (N=1)
Practice and Weekly Progressive Journal Results
• Gaining deeper awareness of clinical knowledge and skills, and Veteran-centric care
• Expressions satisfaction with participating in the residency curricular program
• Growth in self-confidence
• Increased utilization of referral and system resources
• Engagement in productive scholarship (Team Evidence-based project)
• Improved clinical competencies demonstrated
• Developing understanding of interprofessional team role definitions

REFERENCES

LEADERSHIP AND SCHOLARSHIP
• Participate in Evidence Based Practice Committee reviews
• Review new literature and clinical evidence to update policies & procedures
• Collaborate in opportunities for leadership skills development
• Mentored and guided support for research projects, and presentations

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