



# ENA Emergency Nurse Residency Program Frequently Asked Questions (FAQ)

## General FAQs

### What is the Emergency Nurse Residency Program?

The ENA Emergency Nurse Residency Program (ENRP) is a 16- to 18-week, full time program for the new graduate or experienced nurse who is new to the ED setting. Using a blended and collaborative approach, the program includes didactic learning experiences along with one-on-one dedicated time with a nurse educator and a clinical preceptor through progressive immersive experiences.

### What is the purpose of this residency program?

The purpose of a residency program is to develop critical thinking and evidence-based decision-making skills. Specifically, ENRP is focused on building decision-making skills, improving clinical judgement, reducing burnout, acclimating residents to the sociocultural environment, and improving turnover. The program will help new nurses transitioning to practice by improving their critical thinking, communication, and problem-solving skills before they begin practicing independently. All of this helps to empower nurses to trust their clinical abilities and improve patient outcomes.

### Does the ENRP award continuing nursing education (CNE) hours?

Currently, the ENA Emergency Nurse Residency Program does not offer continuing nursing education hours. However, supportive courses have been added to the program and those individual courses offer an opportunity to earn contact hours.

### My hospital currently uses Emergency Nursing Orientation (ENO) as part of our orientation program. Can we continue to use that with this program?

Of course! ENO offers comprehensive, evidence-based content for emergency nursing orientation. ENO has interactive online lessons and includes a case study-based, problem-oriented approach to learning, which is a great supplement to ENRP.

## Staffing Requirements

### My emergency department is currently experiencing staffing shortages. When is the right time to implement this program?

Now is the time to use this program! Retaining new nurses is important to helping decrease turnover, vacancies, and organizational cost. Structured nurse residency programs can help increase retention of new graduate nurses when implemented correctly.

### My emergency department currently does not have an onsite educator, can we still run the program?

No, it is not recommended to implement this program without a dedicated educator to serve as the ENRP program director. An educator is required to deliver the didactic content and initiate immersive patient experiences as well as perform resident evaluations.





## What staffing is required to run this program effectively?

For optimal outcomes, it is recommended that hospitals have a dedicated ENRP program director to help implement the program, one dedicated preceptor for each resident (1:1 ratio), and a dedicated coach for each resident (1:1).

## My emergency department would like to implement this program, but we don't have enough staff to fill the coach role. What can we do?

Contact [residency@ena.org](mailto:residency@ena.org) to discuss alternative options to support this role.

## Roles

### What is the role of an ENRP program director?

For the purposes of this program, ENA has designated the term program director for the lead nurse educator responsible for leading and coordinating all aspects of this program at their individual organization/hospital. Program directors also teach the didactic portion (educator), instruct clinical training, conduct performance evaluations, lead reflection sessions, manage all aspects of the ENRP for their respective organization/hospital, serve as the contact person for ENA, and maintain responsibility for oversight and adherence to the program.

### How do I become an ENRP program director?

After your hospital purchases this program and you are chosen to serve as your hospital's ENRP program director, it is recommended that you contact [residency@ena.org](mailto:residency@ena.org) to schedule your hospital's onboarding and discuss recommended educational courses to help prepare for the role of program director.

### Can the preceptor and coach be the same person?

It is not ideal that the preceptor serve as a coach. We recommend the coach be someone outside of the residency program to whom the resident will not be reporting. The purpose of having a coach is for the resident to have an additional layer of support outside of the program to discuss any concerns or opportunities and offer professional guidance (e.g., shared governance model, understanding the facility's clinical ladders).

## Program Specific FAQs

### How are residents evaluated in the ENRP?

Residents will perform self-evaluations throughout the program in addition to receiving evaluations from the program director using the Lasater Clinical Judgment Rubric (LCJR), a validated, evidence-based clinical judgment rubric. The LCJR is a tool that offers a common language for residents, nurse educators, and preceptors and serves as a measure of students' clinical judgment development. Using this tool also enables the resident to participate in their own evaluation of progress.

### What is the purpose of reflection sessions?

The purpose of the reflection sessions is to provide residents the opportunity to discuss and share clinical experiences while gaining knowledge from one another in a safe environment. The built-in reflection and debriefing enables residents to process their day and experiences and provides the program director the opportunity to evaluate the thought process behind the residents' actions.





### Are there any technical requirements for this program?

ENRP currently uses Prezi Present. To present the didactic material online you will need a Windows or Mac computer that meets the minimum system requirements and a stable internet connection. Contact [residency@ena.org](mailto:residency@ena.org) for specific technical requirements needed to successfully implement this program.

### Learn More

#### I am an educator at my hospital, and I am interested in this program. How do I get buy-in from leadership?

Become familiar with the ENRP by reviewing the ENA ENRP website, discuss your interest with leadership, and reach out to [residency@ena.org](mailto:residency@ena.org) and schedule an informational session.

#### How do I access the ENRP Implementation Reference Manual?

The full version of the *ENRP Implementation Reference Manual* will be available with the purchase of the ENRP program. A synopsis version of the manual can be accessed on our ENRP website at [www.ena.org/ENRP](http://www.ena.org/ENRP)

#### My hospital is interested in purchasing ENRP. How do we purchase this program?

For ENRP hospital purchase, please visit: <https://www.ena.org/ena/group-orders> or contact [groupsales@ena.org](mailto:groupsales@ena.org)

#### If I have questions about the residency program, who do I contact?

Send your inquiry to [residency@ena.org](mailto:residency@ena.org).

