

ESSENTIAL *Insights*



A panel of Emergency Nurse Residency Program (ENRP) participants provide first-hand accounts and share their experiences at the Emergency Nurses Association (ENA) Annual Conference in Denver, Colorado.



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Transforming and Standardizing Emergency Nursing: Establishing the Global Standard for Emergency Department Residency Programs

It is well known that onboarding new-to-practice nurses through a structured program leads to increased competency, reduction of error, reduced self-reported stress, increased job satisfaction and improved retention (Asber, 2019; Eckerson, 2018; Rush et al., 2019; Shatto & Lutz, 2017; Van Camp & Chappy, 2017). Retaining new nurses is important to helping decrease turnover, vacancies and organizational cost (Ackerson & Stikes, 2018). Structured nurse residency programs can help increase retention of new graduate nurses when implemented correctly (Sutor & Painter, 2020; Van Camp & Chappy 2017).

Residency programs enable nurses to transition from school or different practice areas to independent practice, helping increase confidence and competence. Such programs also help reduce new nurse turnover.

ENA's Emergency Nurse Residency Program[®] is focused on building decision-making skills, improving clinical judgement, reducing burnout and assisting in sociocultural acclimation to the emergency department.

Value of Nurse Residency Programs

Residency programs help new nurses transitioning to practice improve 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.



ENA

EMERGENCY NURSE
RESIDENCY PROGRAM™

What Is ENRP?

ENRP™ is a standardized, planned, comprehensive residency program through which new nurses demonstrate the knowledge, skills and attitudes that meet the standards of practice defined by the Emergency Nurses Association®, a professional association. It encompasses aspects of organizational orientation, practice-based experiences, and supplemental activities to promote nursing professional development.

Research-Driven and Evidence-Informed Standardized Residency Program

In 2021, 10 hospitals were recruited by ENA® to participate in a pilot program evaluation for ENA's residency program. Program evaluation is research designed to assess the implementation and effects of a program. Its purposes vary and can include (1) program improvement, (2) judging

the value of a program, (3) assessing the utility of components of a program and (4) meeting accountability requirements.

Each hospital was provided with one-on-one onboarding to the program by ENA's Product Management, Research and Education teams. Each hospital designated an educator (except one) who served as a site coordinator and was given access to the residency material.

ENA met with each hospital on a regular basis and provided program support. Throughout the residency pilot, quantitative data was collected from both the hospital educators, residents, preceptors and coaches. The information obtained from the pilot evaluation of the ENA residency program helped to improve the program, direct future revisions and validate many aspects of the ENRP.



“I will say I see a huge difference between residents who went through the program and those who did not.” – Educator



New Graduate and Transition Registered Nurses

ENRP is designed for the new graduate or the experienced nurse new to the ED setting. The program can accommodate a number of residents in a 16–18-week cohort. Using a blended and collaborative approach, the program includes didactic learning experiences along with case studies, reflection sessions, simulations, coaching sessions, self-directed case studies, immersive patient experiences and supplemental education.

Didactic sessions are informative and provide a safe space for learning ED-specific content not necessarily taught in formal nursing education programs. The didactic time provides ED-specific knowledge in several ways: teaching a systematic evidenced-based framework for ED patient assessment post triage; reviewing department policies, procedures and protocols; equipment training; and becoming familiar with the department and practice before stepping onto the ED floor. It also involves skill development, building team support and gaining confidence.

“The program layout is great. It is a good progression to see how things fit together and not feel too overwhelmed.”

– Resident

“Having time in the classroom really gave me the opportunity to build a strong foundation of emergency nursing content that was never taught in nursing school. It gave me the confidence I needed before stepping out on the floor.”

– Resident

Didactic Education: The Importance of the Classroom Experience

The academic consensus from current literature is that a didactic component is critical to nurse residency programs (Cochran, 2017; Goode et al., 2016). The classroom model, with case studies and team precepting to guide a structured clinical immersion, along with arranged mentoring, debriefing and reflection and competency validation, are essential for new graduate nurse and transition-to-practice nurse residency programs (Goode et al., 2016). Other evidence-based elements essential for transition into practice include case studies to promote clinical decision-making, delegation, communication, conflict resolution, prioritization and peer support (Goode et al., 2016).

**Consistent,
High-Quality
Patient Care**

Evidence-Based Clinical Judgement Evaluation Tool

One element of the program is the use of the Lasater Clinical Judgement Rubric. The LCJR is a validated, evidence-based clinical judgment rubric. It is a self-assessment tool that enables residents to reflect on their own thoughts and actions. It is used throughout the ENRP and serves as a common language for residents, nurse educators and preceptors.

The LCJR provides a trajectory for development of students' clinical judgment. Using this tool also enables the resident to participate in the evaluation of their progress.

Because the LCJR provides behavioral descriptors of clinical judgement across 11 dimensions and categorizes demonstrated behavior as beginning, developing, accomplished or exemplary levels of clinical judgment, the resident, preceptor and educator have a clear understanding of the resident's progress throughout the ENRP.

Don't Take Our Word for It. Listen to the Experts: Participant Panel Boasts about ENA's Emergency Nurse Residency Program and How the Program has Changed Their ED

“I work as a nursing director of an emergency department, and we just did this [ENRP]. We're six weeks in and we decided within three weeks that this was the best decision. ENA was amazing with my educator. We have six in our cohort. We did a combination of brand spanking new grads, which we've never taken in the ED, and then a couple of med/surg nurses from the floor. So, if anybody is thinking about doing this, you can put it together with ENA's help.” – *Nursing Director in Southern California*

“I am very passionate about the progressive orientation. It's one of the most beneficial things I've seen. I saw that they [residents] had a lot more success in their assessment skills, especially in time management as well.” – *Nurse Educator*

“I had one of my residents who went through the program. She's a little over a year and she just passed her CEN a few weeks ago and said that this program helped her prepare. All of the knowledge that she learned through this program helped her prepare for her CEN.” – *Educator*



COMPARISON OF ENRP AND ENO	
ENRP	ENO
<ul style="list-style-type: none"> • 18-week program • In-person learning • Blended learning • Delivered through ENA's learning management system • Focused clinical content • Builds critical thinking and confidence • Advances communication skills • Case studies and simulation experiences • Includes mentorship and coaching • Preceptor training • Incorporates existing hospital and ED orientation • ENA ENRP support and check-ins throughout subscription term • Developed and curated by ENA 	<ul style="list-style-type: none"> • eLearning course • Online modules • Self-paced learning • Delivered through Elsevier and HealthStream Learning Center • Provides broad base of content • Supports clinical practice • Pre and post self-assessments • Self-check activities • Remediation tool • Earn continuing education hours • Authored by ENA

ENRP and ENO: Understanding the Difference

ENA's Emergency Nurse Residency Program is a comprehensive, evidence-based, 16–18-week program that focuses on career transition. The residency program builds nurse's confidence by linking critical thinking with nursing practice, while improving communication skills and reinforcing organizational policies and protocols.

One of the significant differences between ENA's ENRP and Elsevier's Emergency Nursing Orientation is that ENRP is delivered in person by live educators or instructors. It includes blended learning, with both instructor-led modules and self-directed, self-paced case studies to enhance learning. These self-paced case studies can be completed anywhere and at any time. Complimenting ENRP, ENO content dives further into topics and covers a broad range of emergency nursing areas, which can enhance learning beyond 18-weeks. ENO modules also serve as a remediation tool that can be beneficial for some residents who might be struggling or need further education during the ENRP.

ENRP incorporates hospital policies and procedures along with clinical skills and equipment training.

ENRP also includes an added layer of support through mentorship with coaches and reflection or debriefing sessions to help residents process secondary trauma, improve self-care and help build a healthier work environment. Developed and curated by ENA, ENRP is a robust program providing a comprehensive integration into the ED.

Conversely, Elsevier's ENO is computer-based training that is self-directed. ENO is an e-learning course with interactive online modules. It presents comprehensive, evidenced-based nursing content that helps support new and experienced nurses.

There are 45 self-paced learning modules that support clinical practice and provide a broad base of content. Within the eLearning course, there are self-check activities that enable the nurse to learn from anywhere and at any time. Emergency nurses take pre-tests and post-tests to assess their learning and earn continuing education hours. The content was authored and reviewed in collaboration with ENA. ENO complements ENRP to support the nurse in their transition to emergency nursing practice, either as reinforcement of didactic education received during the ENRP or as remediation for those who need additional support in specific areas.

Conclusion

An ED nurse residency program is an important aspect of the transition from student to practicing nurse, as well as the transition from new to emergency practice nurse to emergency nurse. This program offers the possibility to positively influence job satisfaction of new graduates and new-to-practice nurses, which is likely to improve retention and improve nursing outcomes. The transition from student to new graduate emergency nurse is marked by opportunity for

professional growth and development. ENA recognizes the difficulties associated with the transition for nursing students and new-to-practice nurses and has worked arduously to create this program with the goal of focusing on areas critical to them, including communication, clinical decision-making, critical thinking, organizing, prioritizing, evidence-based practice, role socialization, sociocultural delegation and quality patient care.

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