



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 comprehensive, 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 experience along with case studies, simulation, self-paced modules, and time with a clinical preceptor through immersive progressive 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, 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.

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

Yes, CNEs are awarded for several self-paced courses. Currently, the ENA Emergency Nurse Residency Program offers 44.25 continuing nursing education hours for the resident's first year. For hospitals with extended subscriptions, residents can earn 11.25 CE's in their second year and 11 CE's in their third year.

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 and can be used as a remediation tool for residents who may need additional support.





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 help 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?

Although not impossible, it may be very difficult to run this program without an educator. ENA recommends this program have an educator or similar role to serve as the ENRP Program Director. The Program Director is responsible for overseeing, implementing, and evaluating the success of the program and the residents. Reach out to the ENRP team to explore some creative solutions!

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).

Roles

What is an ENPR Program Director?

For this program's purposes, 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 liaison for ENA, and maintain responsibility for oversight and adherence to the program.

Can the preceptor and coach be the same person?

It is not ideal that the preceptor serves as the role of a coach. We recommend the coach be someone outside of the residency program that the resident will not be reporting to. 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, opportunities, and offer professional guidance (e.g. shared governance model, understanding facilities 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 or preceptor 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 trajectory for students' clinical judgment development. Using this tool also allows the resident to participate in their own evaluation of progress. In addition to the LCJR©, ENRP has multiple quizzes and a final residency exam to help assess resident's knowledge.

What is the purpose of reflection sessions?

The purpose of reflection sessions is to allow 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 will allow 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. Technical requirements needed to successfully implement this program can be provided upon request.

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 one of [ENA's account executives](#) to schedule an informational session or deep dive discussion. Link: <https://www.ena.org/ena/group-pricing>

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>

If I have questions about the Residency Program, who do I contact?

Send your inquiry to residency@ena.org.

