

THE VIZIENT/AACN NURSE RESIDENCY PROGRAM

Transitioning to Nursing Practice



WHY PARTICIPATE IN A NURSE RESIDENCY PROGRAM?

The Aultman Vizient/AACN Nurse Residency Program (NRP) curriculum contains a series of real-world applications, simulations, case studies, debriefing conversations, mentoring and discussions led by content experts. The NRP builds on the knowledge learned in prelicensure education to allow nurses to become leaders during their first year of practice.

KEY COMPONENTS OF THE NRP:

- Curriculum includes content related to leadership, quality outcomes, professional roles and scholarship for nursing practice.
- Curriculum includes skills that are challenging to navigate such as ethics, difficult communication, prioritization and organization.
- Cohorts, which consist of nurses from all over the Aultman system, meet monthly for about 4 hours over 12 months.
- Mentored relationships with trusted NRP coordinators and facilitators.
- Identify real clinical problems and apply evidence-based practice.
- Intentional guidance on creating a professional development plan to identify individual growth opportunities.

NRP OUTCOMES FOR NURSES:

- Increases decision-making competence and confidence.
- Improves professional commitment and satisfaction.
- Enables consistent use of evidence-based practices.
- Builds stronger clinical nursing leadership and communication skills.
- Strengthens critical thinking by enhancing decision-making and clinical judgment.
- Teaches self-care, wellness and resiliency strategies.

SUPPORT IN THE NRP:

The Aultman Vizient/AACN Nurse Residency Program is an added layer of support, on top of the newly licensed nurse's orientation and preceptorship experience. One of the most substantial benefits of the program is the support the nurse residents receive every month from their facilitator and peers during dedicated time for clinical reflection. This distinguishes the Vizient/AACN NRP from similar transition-to-practice programs.

Apply Today!



- New nurses are automatically enrolled in the program upon hire.
- New graduate nurses are hired into all clinical areas, including specialty areas depending on need.
- New cohorts begin quarterly, after completion of new nurse orientation.
- Apply at Aultman today to start your nursing career!

For more information on the nurse residency program, please email nurse.residency@aultman.com.