



Post-Baccalaureate Registered Nurse Residency (PBRNR) Program

VA Maine Healthcare System

*****NOW ACCEPTING APPLICATIONS*****

Eligibility Requirements

- ◆ United States Citizen
- ◆ Graduated from a CCNE or ACEN Accredited Program
- ◆ Minimum GPA of 3.0 on a 4.0 scale
- ◆ Current unrestricted RN License (or NCLEX scheduled before June 30th)
- ◆ Applying for FIRST RN role with less than 1 year since graduation
- ◆ Proficient in written and spoken English
- ◆ Random Drug Testing required

Mission

The mission of the VA Maine PBRNR Program is to provide support for newly licensed nurses in a structured environment to facilitate the development of skills, clinical decision making and teamwork in their transition from a novice nurse to a competent and confident nursing professional who provides high quality care to our nation's Veterans.



Integrity
Commitment
Advocacy
Respect
Excellence

Program Structure

Phase I (months 0-3)

- Hospital and general nursing orientation.
- Introduction to communication and decision-making skills, leadership at the point of practice with the focus on improvement of patient outcomes. Development of generic and specific competencies unique to each clinical area and Veteran population. Introduction to Inter-professional Team Collaboration.

Phase II (months 4-9)

- Increasing development of leadership skills, improvement of patient outcomes, and RN development in professional role and start-up of Evidence-Based Project activities. Ongoing development as an interprofessional team member.

Phase III (months 10-12)

- Synthesis, assessment, and completion of Evidence-Based Project with presentation and Program Evaluation.

Benefits

- 100% protected time (not included in staffing)
- Health and Life benefits
- Paid internship
- All Federal holidays off
- 4 hours of annual leave (13 days) accrued every pay period
- 4 hours of sick leave (13 days) accrued every pay period

Goals

Upon successful completion of this program, the RN will:

- ◆ Successfully transition from entry-level advanced beginner nurse to competent, professional nurse, who provides safe, quality care as defined by Patricia Benner's "Novice to Expert" theory (1984)
- ◆ Demonstrate competency in effective decision-making skills related to clinical judgement and performance
- ◆ Incorporate research and other scientific evidence into practice
- ◆ Demonstrate competency in clinical leadership at the point of practice
- ◆ Practice collaboratively as members of the inter-professional healthcare team
- ◆ Formulate an individual career development plan promoting a life-long commitment to professional nursing.



For More Information Contact:

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PBRNR Program Director
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(207) 620-2578
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Application Due By April 30, 2021 : Program Start Date July 19, 2021

The National PBRNR Program is run by the VA Office of Academic Affiliations. The VA Maine PBRNR Program is developed in partnership with the University of Southern Maine in Portland, ME.



VA Maine HCS RN Transition-to-Practice (RNTTP) Program

The VA's Office of Nursing Services (ONS) recognizes the need to recruit and retain new RNs, so ONS developed the RN Transition-to-Practice Program (RN-TTP). RN-TTP is a comprehensive 12-month program designed to assist the post-baccalaureate graduate nurse in the transition from entry-level, advanced beginner nurse to competent professional RN.



The VA Maine HCS program is scheduled to start July 19, 2021.

Benefits

- Competitive Salary
- Shift Differentials:
 - 10% Nights
 - 25% Weekends
- Retirement plans:
 - Pension
 - 401K
- 5 weeks' vacation/year (build-up begins immediately)
- 13 paid sick days/year
- 10 paid holidays/year
- Medical/Life/Long Term Care Insurances
- Clinical Ladder

RN Transition-to-Practice Program Facts

This comprehensive developmental training program has both didactic and clinical components to provide the post-graduate RN opportunities to perform the role, duties, patient care activities and procedures that are carried out by RNs. Each TTP RN is assigned a skillful RN mentor and preceptor who have completed a preceptor training program.

A unit's staffing full-time employee equivalent for FTE for a RN-TTP is:

- 0 FTE: 1-3 months
- 0.5 FTE: 4-6 months
- 0.8 FTE: 7-9 months
- 0.9 FTE: 10-12 months

This allows time away from direct patient care assignments during the program.

Key Program Features

Standardized core curriculum based on the CCNE criteria for Post-Baccalaureate Nurse Residency Programs.

Evidence-based Practice (EBP) Project to introduce the post-graduate RNs to EBP processes by completing and presenting a project.

Comprehensive Resident Evaluation tools done at multiple points in the program to assess the TTP-RN's performance and competency.

For More Information Contact:

Latricia Pawson, MSN, RN, CNL
RN-TTP Program Coordinator
1-800-623-8411 ext. 4457
(207) 620-2578

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**Applications due by:
April 30, 2021**

Eligibility Requirements

- United States Citizen
- Graduated from a BSN Program accredited by CCNE or ACEN
- Minimum GPA of 3.0 on a 4.0 scale
- Have less than 1-year experience as an RN
- Must have nursing license prior to program start date.

Program Comparison

RN Transition-to-Practice Program

Post-Baccalaureate RN Residency Program

Competitive Salary	Pay	Internship Stipend paid biweekly
Medical, Life, and Long-term Care	Insurance	Medical and Life
10 paid holidays per year	Holidays	All Federal Holidays off
13 paid sick days per year earned at 4 hours per pay period; build up begins immediately	Sick Days	13 paid sick days earned at 4 hours per pay period; build up begins immediately
5 weeks' vacation per year earned at 8 hours per pay period; build up begins immediately	Vacation Days	13 days' vacation per year earned at 4 hours per pay period; build up begins immediately
Pension and 401K	Retirement Plan	None
10% nights 25% weekends	Shift Differential	None
Hired for specific unit on a specific shift. Multiple clinical experiences determined by needs of parent unit.	Clinical Experiences	Clinical experiences throughout the facility on all inpatient units and some specialty clinics
Day shift for first 8 months. Move to shift hired for in month 9.	Shift Work	Minimal weekend shifts No evening or night shifts
New Grads are gradually included in the Unit staffing matrix with increasing percentage throughout the year. Ratios are: <ul style="list-style-type: none"> • 0 FTE: 1-3 months <ul style="list-style-type: none"> ○ 100% protected • 0.5 FTE: 4-6 months <ul style="list-style-type: none"> ○ 50% protected, 20 hrs/wk • 0.8 FTE: 7-9 months <ul style="list-style-type: none"> ○ 20% protected, 8 hrs/wk • 0.9 FTE: 10-12 months <ul style="list-style-type: none"> ○ 10% protected, 4 hrs/wk 	Protected Time for Learning	100% protected time for learning for entire year

How to Apply to the VA Maine New Graduate Programs

Eligibility Requirements

- ◆ Must be a United States Citizen
- ◆ Graduated from a CCNE or ACEN accredited BSN Program
- ◆ Minimum GPA of 3.0 on a 4.0 scale
- ◆ Must have scheduled your NCLEX by June 30th
- ◆ Proficient in written and spoken English
- ◆ Random Drug Testing Required
- ◆ (RNTTP) Have less than 1-year experience as an RN
- ◆ (PBRNR) Applying for **FIRST** RN role with less than 1 year since graduation

Required Documentation

- Cover Letter – Discuss the following
 - Designate which program you are applying for.
 - If not selected for your first choice, are you interested in being considered for your second choice?
 - Describe why you would like to participate in a VA Maine New Graduate Program
 - Discuss why you feel you would be a great fit for the program of your choice.
- Current Resume/CV
- Official Transcripts in sealed envelopes and sent to below contact. Electronic is acceptable.
 - New official transcripts will be required after completion of your degree for credentialing purposes
- Active/Unrestricted Nursing License **must** be obtained prior to the start of the program or NCLEX must be scheduled by June 30th.
- Include a minimum of 3 references from the following:
 - One from a college faculty member where your nursing degree was earned, on official school letterhead
 - One from a college faculty member who was also your clinical instructor, on official school letterhead
 - One professional reference on business letterhead

Application Deadline: April 30, 2021

Application Contact: Send all application documents to: (email preferred)

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