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.

**VA Maine HCS program scheduled to start June 2019.**

### 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 an skillful RN mentor and preceptor who’ve completed a preceptor training program.

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

- 0 FTE: 1-3 mos., 0.5 FTE: 4-6 mos., 0.8 FTE: 7-9 mos., and 0.9 FTE: 10-12 mos. This allows time away from direct patient care assignments during the program. Three key program features are:
  1. Standardized core curriculum based on the Commission on Collegiate Nursing Education (CCNE) criteria for post-baccalaureate Nurse Residency Programs with combined phase-by-phase timeline of program activities;
  2. Evidenced-Based Practice (EBP) Project Guide to introduce post-graduate RNs to EBP process by completing and presenting a project;
  3. Comprehensive Resident Evaluation Tools done at multi-points to assess the TTP RN’s performance & competency. Clinical rotations will include Med/Surg., SCU, PACU/OR, ED, Psychiatric, Hospice, Long term care, and Dementia as well as various clinical and outpatient services.

### BENEFITS

- Competitive Salary
- Shift differentials: 10% nights & 25% weekends
- Retirement plans: Pension & 401K
- 5 weeks vacation/year ( buildup begins immediately
- 13 paid sick days/year
- 10 paid holidays/year
- Medical/Life/Long Term Care Insurances
- Clinical Ladder

### REQUIREMENTS

- Must be a US Citizen
- Must have graduated from an accredited BSN program
- GPA of 3.0 or greater
- Must have less than 1 year experience as an RN
- Must have nursing license by the time program begins

### Interested in Applying?

Here’s what you need to do if you’re interested in VA Maine RN TTP:

2) Go to USAJobs to start the application process including uploading necessary all documents including resume and cover letter.
4) Interviews will be scheduled during the month of March 2018 at VA Maine. Qualified applicants will be notified.

**For more information**, contact Latricia Pawson, RN TTP Coordinator via email at Latricia.Pawson@va.gov or call at 207-623-8411 x 4457 or (207) 620-2578.