VA Maine RN Transition-to-Practice 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 August 3, 2020

**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

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’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 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.

Clinical rotations will include: Med/Surg, SCU, ED, Psychiatric, Hospice, Long Term Care, and Dementia as well as selected clinical and outpatient services.

**Key Program Features:**

1. Standardized core curriculum based on the CCNE criteria for post-baccalaureate Nurse Residency Programs.
2. Evidence-based Practice (EBP) Project to introduce the post-graduate RNs to EBP process by completing and presenting a project.
3. Comprehensive Resident Evaluation tools done at multiple points to assess the TTP-RNs performance and competency

**Interested in Applying?**

Here’s what you need to do if you are interested in applying to the VA Maine RN TTP Program:

- Send Resume and Cover Letter to the RN TTP Program coordinator
- Prepare for Performance-Based Interviewing by accessing http://www.va.gov/pbi/

Interviews to be scheduled in late March to early April. Qualified applicants will be notified.

**For More Information Contact:**
Latricia Pawson, RN, MSN, CNL
RN TTP Coordinator
1-800-623-8411 ext. 4457
Latricia.Pawson@va.gov

**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