



Background / Purpose

- A poll performed in November 2021 in the United States found that 32% of nurses intend to leave their direct nursing positions (Berlin et al. 2022). According to a report released by the National Council of State Boards of Nursing (NCSBN) titled, NCSBN Research Projects Significant Nursing Workforce Shortages and Crisis (2023), 100,000 registered nurses (RNs) departed the workforce in the first two years following the pandemic, with 610,388 anticipated to leave by 2027.
- Numerous studies on nurse residency programs (NRP), particularly transition-to-practice programs, have demonstrated that they boost nurses' confidence in their ability to practice (Kenny et al., 2021), lower attrition, and improve retention (Kenny et al., 2021).
- Recognizing the need for structured onboarding, ASC executive nursing leadership in collaboration with the Nursing Education Coordinators, ASC Nurse Manager and Clinical Nurse Specialist led the development of the nurse residency program.
- The 52-week NRP was approved for development by the ambulatory clinic's Chief Nursing Officer (CNO) and developed the first quarter of 2025 prior to the first cohort starting.
- The program's framework and tenets were unique in that it allowed the residents to choose their area of practice upon completion, an incentive not offered by most NRPs.

Discussion / Conclusion

- Overall, the program received excellent ratings, with residents reporting strong clinical competence and satisfaction—while identifying areas for added support.
- Monthly residency meetings with the ASC education team were essential to ensuring residents met weekly objectives.
- Developing rotating schedules for multiple residents to rotate through eight surgery centers for 52 weeks required coordinated efforts between educators, preceptors and nurse managers. Each rotation provided exposure, support, and instilled confidence needed to thrive in the ASC setting.
- Competency assessments for pre-and post-program implementation revealed that residents' skill sets and knowledge have grown.

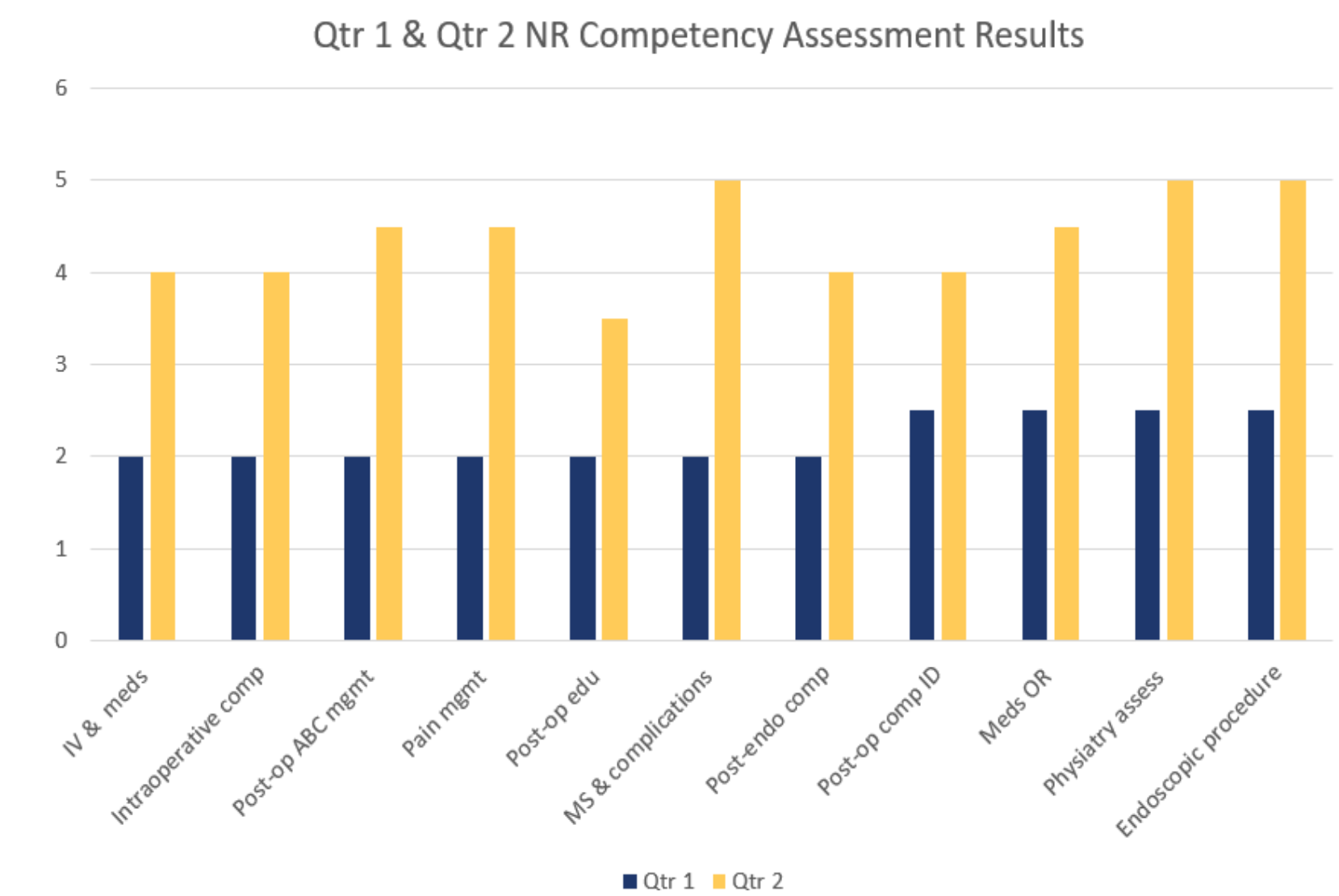
Methods/Data Analysis

- The team began developing the ASC NRP in January 2025, holding weekly planning sessions to shape the curriculum. Collaboration was key; input was gathered from ASC leaders and experienced nurses across specialties to ensure a strong, effective design.
- Guided by the ASC Nursing Director, the team built a comprehensive 52-week program with hands-on rotations in key areas: Pre-admission Testing (PAT), Intraoperative Services, Pre-operative, Post Anesthesia Care Unit (PACU), Endoscopy and Physiatry.
- Each rotation provided exposure, support, and confidence needed to thrive in the ASC setting.

Implications For Practice

- With the growing demand to retain skilled nurses, healthcare organizations are increasingly recognizing the value of structured transition-to-practice programs, some lasting up to 24 months (Koh et al., 2023).
- The 52-week ASC Nurse Residency Program offers a strong foundation for new nurses, equipping them with the confidence, competence, and support needed to succeed in a high-paced outpatient surgical setting. In addition to fostering job satisfaction and reducing burnout, the program allows residents to align with their desired specialty area through targeted rotations and mentorship. These outcomes not only benefit individual nurses but also translate into stronger patient care and a more resilient, engaged workforce.

Results



Supporting Evidence/References

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- Koh, C.S.L, Ong, K.K., Tan, MM.L., & Mordiffi, S. Z. (2023). Evaluation of a graduate nurse residency program: A retrospective longitudinal study. *Nurse Educ Today*. 126(1). <https://doi.org/10.1016/j.nedt.2023.105801>
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