

## Transition to Practice Nursing Program FAQ Sheet

### *Is the Transition to Practice Nursing Program the same as a Nurse Residency?*

Our Transition to Practice Nursing Program is similar to a Nurse Residency program in that both are designed to help nurses bridge the gap between formal academic education and professional nursing experience; differences are in focus and structure. For example, residency programs focus heavily on lecture sessions and project-based work, whereas transition to practice programs focus on helping new nurses adapt to the realities of their roles, develop clinical skills and build confidence through orientation, hands-on training, workshops and mentorship. Transition to Practice programs are typically tailored to a specialty and the needs of the individual nurse.

### *Is this an accredited transition to practice program?*

Yes! We are the first organization dedicated to the rehabilitation specialty to earn ANCC PTAP accreditation for our program. This means our program structure, curriculum and support is formally recognized worldwide for promoting nursing excellence and quality patient outcomes while providing a safe, positive work environment.

### *I have graduated nursing school but I haven't taken the NCLEX/don't have my results yet. Can I still be hired into our Transition to Practice Nursing Program?*

Yes! You can still apply and be hired into our Transition to Practice Nursing Program, however you must have your NCLEX results before your pre-assessments and first session. The Institute of Higher Learning at Brooks Rehabilitation offers NCLEX reviews throughout the year and has resources to assist our future nurses in successfully earning their licensure.

### *How long is our Transition to Practice Nursing Program?*

The Brooks Rehabilitation Transition to Practice Nursing Program is 6 months long. We meet as a group twice a month.

### *How many residents will be hired into our Transition to Practice Nursing Program?*

A total of 20 newly licensed nurses are hired across the system for each cohort. This is determined in collaboration with our leaders of each clinical area and is based on the number of staff vacancies.

### *Am I paid to attend the Transition to Practice Nursing Program sessions?*

Yes. *Continuous Learning* is one of our core values at Brooks. This means each nurse resident in our program has dedicated, paid time to attend each session.

