

VHA REGISTERED NURSE TRANSITION TO PRACTICE RESIDENCY PROGRAM

1. SUMMARY OF MAJOR CHANGES: This directive:

a. Paragraph 2: Adds Office of Nursing Services (ONS), Director of Workforce and Leadership; ONS Associate Director, Registered Nurse Transition to Practice (RNTTP) Residency Program; Department of Veterans Affairs (VA) medical facility Service Line Chiefs; VA medical facility Registered Nurse (RN) Preceptor; and VA medical facility RNTTP Resident Supervisor, and their corresponding responsibilities.

b. Paragraph 2: Updates VA medical facility RNTTP Resident Coordinator responsibilities to include ensuring correct Human Resources Smart job code (50) and assignment code (S7) for RNTTP Residents and assignment code for VA medical facility RNTTP Residency Coordinator (U4) or supervisory RNTTP Residency Coordinator (G9).

c. Paragraph 2: Updates Veterans Integrated Service Network (VISN) Chief Nursing Officer (CNO) and Chief Medical Officer (CMO), VA medical facility Director, and VA medical facility Associate Director for Patient Care Services (ADPCS) and Chief of Staff (CoS) responsibilities.

d. Paragraph 2: Updates VA medical facility RNTTP Residency Coordinator responsibilities to clarify data collection requirements for RNTTP Residency Program evaluation.

e. Paragraph 3: Clarifies standardization and implementation requirements of the RNTTP Residency Program to be in alignment with the Commission on Collegiate Nursing Education (CCNE) Standards for Accreditation of Entry-to-Practice Nurse Residency Programs.

f. Paragraph 3: Adds descriptions for academic-practice partnership and VA medical facility RNTTP Residency Coordinator.

g. Paragraph 5: Adds new standard paragraph, Oversight and Accountability.

2. RELATED ISSUES: None.

3. **POLICY OWNER:** Office of Nursing Services (12NUR) is responsible for the contents of this directive. Questions may be directed to the RNTTP Field Advisory Committee at VHAONSTTPRNFIELDADVISORYCOMMITTEE@va.gov.

4. **LOCAL DOCUMENT REQUIREMENTS:** There are no local document requirements in this directive.

5. RESCISSIONS: VHA Directive 1077, VHA Registered Nurse Transition to Practice Program, dated April 26, 2019, is rescinded.

6. RECERTIFICATION: This Veterans Health Administration (VHA) directive is scheduled for recertification on or before the last working day of August 2030. This VHA directive will continue to serve as national VHA policy until it is recertified or rescinded.

7. IMPLEMENTATION SCHEDULE: This directive is effective upon publication, except for staffing of a VA medical facility RNTTP Residency Coordinator. VA medical facilities with RNTTP Programs must assign a VA medical facility RNTTP Residency Coordinator within 2 years of publication of this directive.

**BY DIRECTION OF THE OFFICE OF THE
UNDER SECRETARY FOR HEALTH:**

/s/ Mark A. Koeniger, MD
Acting Assistant Under Secretary for Health
for Patient Care Services, VHA

NOTE: *All references herein to VA and VHA documents incorporate by reference subsequent VA and VHA documents on the same or similar subject matter.*

DISTRIBUTION: Emailed to the VHA Publications Distribution List on August 21, 2025.

CONTENTS

VHA REGISTERED NURSE TRANSITION TO PRACTICE RESIDENCY PROGRAM

1. POLICY 1

2. RESPONSIBILITIES 1

3. REGISTERED NURSE TRANSITION TO PRACTICE RESIDENCY PROGRAM
REQUIREMENTS 9

4. OVERSIGHT AND ACCOUNTABILITY..... 10

5. TRAINING 11

6. BACKGROUND..... 11

7. RECORDS MANAGEMENT..... 12

8. REFERENCES..... 12

VHA REGISTERED NURSE TRANSITION TO PRACTICE RESIDENCY PROGRAM

1. POLICY

It is Veterans Health Administration (VHA) policy that every Department of Veterans Affairs (VA) medical facility must establish and maintain a structured, one-year (12-month) Registered Nurse Transition to Practice (RNTTP) Residency Program, based on the Commission on Collegiate Nursing Education (CCNE) Standards for Accreditation of Entry-to-Practice Nurse Residency Programs. **AUTHORITY:** 38 U.S.C. § 7302.

2. RESPONSIBILITIES

a. **Under Secretary for Health.** The Under Secretary for Health is responsible for ensuring overall VHA compliance with this directive.

b. **Chief Operating Officer.** The Chief Operating Officer is responsible for:

(1) Communicating the contents of this directive to each of the Veterans Integrated Services Networks (VISN).

(2) Assisting VISN Directors to resolve implementation and compliance challenges in all VA medical facilities within that VISN.

(3) Overseeing VISNs to ensure the effectiveness of and compliance with this directive.

c. **Assistant Under Secretary for Health for Patient Care Services.** The Assistant Under Secretary for Health for Patient Care Services is responsible for:

(1) Supporting the Office of Nursing Services (ONS) with the implementation and oversight of this directive.

(2) Supporting the development of mitigation or corrective actions to address noncompliance with this directive.

d. **Office of Nursing Services Executive Director/Deputy Chief Nursing Officer.** The ONS Executive Director/Deputy CNO is responsible for overseeing and supporting, from a national level, VISN and VA medical facility compliance with this directive and ensuring corrective action is taken when noncompliance is identified.

e. **Office of Nursing Services, Director of Workforce and Leadership.** The ONS, Director of Workforce and Leadership is responsible for overseeing the ONS Associate Director (AD), RNTTP Residency Program, and providing oversight of program resources and support at the national level.

f. **Office of Nursing Services Associate Director, RNTTP Residency Program.**

The ONS AD, RNTTP Residency Program is responsible for:

(1) Providing subject matter expertise to VA medical facility RNTTP Residency Coordinators and VA medical facility leadership regarding the implementation of the RNTTP Residency Program.

(2) Coordinating with VISN stakeholders such as the VISN CNO and Chief Medical Officer (CMO) or VISN Human Resource (HR) Officer to support a standardized data management strategy and align analytics to outcomes from VA medical facilities.

(3) Designing and operating systematic evaluation resources and processes for RNTTP Residency Program metrics that align with the ONS strategic goals such as recruitment and retention data, program outcomes, and CCNE accreditation status.

(4) Reviewing each annual RNTTP Residency Program Compliance Attestation Memorandum forwarded by the VISN Directors and assessing for compliance with this directive.

(5) Notifying the ONS Executive Director/Deputy CNO of VA medical facilities who fail to submit the RNTTP Residency Program Compliance Attestation Memorandum by the due date as assigned by the ONS AD, RNTTP Residency Program, and monitoring and requesting updates on progress toward compliance from the VA medical facility Associate Director for Patient Care Services (ADPCS) and Chief of Staff (CoS). **NOTE:** *A copy of the attestation memorandum can be located on the [ONS Workforce and Leadership, RNTTP SharePoint](#). This is an internal VA website that is not available to the public.*

(6) Determining which evaluation tools (e.g., Casey-Fink, the Residency Competency Assessment (RCA), and End-of-Program Evaluations) RNTTP Residents and RN Preceptors must complete and at what interval including when additional data is required for RNTTP Residency Program monitoring. **NOTE:** *Evaluation tool requirements are available on the [RNTTP VSSC Survey database](#). This is an internal VA website that is not available to the public. This website requires ONS permission for access.*

g. **Veterans Integrated Service Network Director.** The VISN Director is responsible for:

(1) Ensuring that VA medical facilities within the VISN comply with this directive and informing the Assistant Under Secretary for Health for Patient Care Services and the Chief Operating Officer when barriers to compliance are identified.

(2) Overseeing corrective actions to address noncompliance at the VISN and VA medical facilities within the VISN.

(3) Collaborating with the VISN CNO and CMO on recruitment, retention, recognition, and budgeting strategies to fully implement this directive in VA medical facilities within the VISN.

(4) Reviewing all annual RNTTP Residency Program Compliance Attestation Memorandums submitted by the VISN CNO and CMO for accuracy and forwarding to the ONS AD, RNTTP Residency Program.

(5) Collaborating with the VISN CNO and CMO to support the VA medical facility ADPCS, CoS, and RNTTP Residency Coordinator in fully implementing the RNTTP Residency Program in accordance with this directive and notifying the ONS AD, RNTTP Residency Program, when barriers to this arise.

h. Veterans Integrated Service Network Chief Nursing Officer and Chief Medical Officer. The VISN CNO and CMO are responsible for:

(1) Collaborating with the VISN Director to support the VA medical facility ADPCS, CoS, and RNTTP Residency Coordinator in fully implementing the RNTTP Residency Program in accordance with this directive and notifying the ONS AD, RNTTP Residency Program, when barriers to this arise.

(2) Collaborating with the VISN Director on recruitment, retention, recognition, and budgeting strategies to fully implement this directive in VA medical facilities within the VISN.

(3) Ensuring that all VA medical facility ADPCS and CoS within the VISN review and submit the annual RNTTP Residency Program Compliance Attestation Memorandum by the date assigned by the ONS AD, RNTTP Residency Program, and forwarding all attestation memorandums to the VISN Director for review and awareness.

i. VA Medical Facility Director. The VA medical facility Director is responsible for:

(1) Ensuring overall VA medical facility compliance with this directive and taking corrective action if noncompliance is identified.

(2) Ensuring that the VA medical facility RNTTP Residency Program has the resources required to facilitate the effective development and transition into practice of all RNTTP Residents, and that the VA medical facility RNTTP Residency Coordinator has the resources and support to maintain the RNTTP Residency Program. **NOTE:** *The VA medical facility Director can delegate this responsibility as appropriate.*

(3) Reviewing the annual RNTTP Residency Program Compliance Attestation Memorandum submitted by the VA medical facility ADPCS and CoS and forwarding to the VISN CNO and CMO.

j. VA Medical Facility Associate Director for Patient Care Services and Chief of Staff. The VA medical facility ADPCS and CoS are responsible for:

(1) Providing VA medical facility executive-level leadership support for the RNTTP Residency Program.

(2) Ensuring that the VA medical facility has a designated RNTTP Residency Program Coordinator with subject matter expertise. When necessary, this role may have collateral duties as assigned by the VA medical facility Director in support of the RNTTP Residency Program or nursing workforce enhancement (e.g., VA medical facility Registered Nurse Preceptor program development, Student Nurse Technician (SNT) to Graduate Nurse Technician (GNT) pipeline). **NOTE:** *For VA medical facilities who have a dedicated program coordinator, the VA medical facility must ensure that the appropriate assignment code is utilized as outlined below:*

(a) For VA medical facility RNTTP Residency Coordinators who spend more than 51% of their time in the role and do not have supervisory responsibilities, use the U4 assignment code.

(b) For VA medical facility RNTTP Residency Coordinators who spend more than 51% of their time in the role who have supervisory responsibilities, use the G9 assignment code.

(3) Communicating to the VA medical facility Director to ensure that the RNTTP Residency Program has adequate resources required to facilitate the effective development and transition into practice of all RNTTP Residents, and that the VA medical facility RNTTP Residency Coordinator has the resources and support to maintain the RNTTP Residency Program.

(4) Ensuring that the VA medical facility RNTTP Residency Coordinator completes the annual RNTTP Residency Program Compliance Attestation Memorandum by the due date set by the ONS AD, RNTTP Residency Program, and submitting it to the VA medical facility Director.

(5) Mitigating noncompliance with the directive, reporting compliance barriers and progress toward compliance to the ONS AD, RNTTP Residency Program, as requested, and working toward compliance with this directive.

(6) Facilitating academic-practice partnerships with CCNE Accredited Schools of Nursing (e.g., a partnership for collaboration with a school of nursing) to support the RNTTP Residency Program.

(7) Ensuring protected time is provided to RNTTP Residents to participate in the RNTTP Residency Program. **NOTE:** *The protected time is outlined as a minimum of 6 months of precepted orientation, in addition to a minimum of 208 hours of didactic training hours over the course of the program.*

(8) Determining the RNTTP Residency Program supervisory structure (cohort-based or rolling) in collaboration with VA medical facility RNTTP Residency Program Coordinator.

k. **VA Medical Facility Service Line Chiefs.** VA medical facility Service Line Chiefs are responsible for:

(1) Ensuring that VA medical facility Nurse Managers and RNTTP Resident Supervisors under their service line comply with RNTTP Residency Program participation and this directive.

(2) Supporting VA medical facility Nurse Managers and RNTTP Residency Coordinators by obtaining necessary approval for recruitment and participating in the hiring and onboarding of new graduate RNTTP Residents through pre-licensure programs (e.g., VA Student Trainee Experience Program (VA-STEP), Student Nurse Technician (SNT), Graduate Nurse Technician (GNT)).

l. **VA Medical Facility Registered Nurse Transition to Practice Residency Coordinator.** The VA medical facility RNTTP Residency Coordinator may be a collateral role at the VA medical facility. The VA medical facility RNTTP Residency Coordinator is responsible for:

(1) Implementing and maintaining the RNTTP Residency Program at the VA medical facility. **NOTE:** For a full description of RNTTP Residency Program implementation requirements please refer to the RNTTP Residency Program Guide on the [ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). This is an internal VA website that is not available to the public.

(2) Attending the ONS RNTTP Residency Program Coordinator virtual orientation. **NOTE:** The orientation materials and schedule are available on the [ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). This is an internal VA website that is not available to the public.

(3) Collaborating with RNTTP Residency Program stakeholders (e.g., the VA medical facility ADPCS and CoS, academic practice partners, Nurse Recruiter, Nurse Managers, Service Line Chiefs, and RN Preceptors) on program recruitment, onboarding, retention, development, implementation, and evaluation.

(4) Implementing the RNTTP Residency Program onboarding procedure and supervisory structure (cohort-based or rolling) in collaboration with the VA medical facility ADPCS and CoS.

(5) Completing the annual RNTTP Residency Program Compliance Attestation Memorandum by the due date set by the ONS AD, RNTTP Residency Program, and submitting it to the VA medical facility ADPCS and CoS.

(6) Ensuring compliance with protected time for RNTTP Residents and addressing noncompliance as appropriate. **NOTE:** *Protected time is outlined as a minimum of 6 months of precepted orientation, in addition to a minimum of 208 hours of didactic training hours over the course of the RNTTP Residency Program.*

(7) Establishing a VA medical facility RNTTP Residency Advisory Board inclusive of VA medical facility RNTTP Residency Program stakeholders to support program oversight, evaluation, and outcomes.

(8) Developing and implementing the RNTTP Residency Program curriculum in alignment with CCNE Standards for Accreditation of Entry-to-Practice Nurse Residency Programs to support RN Residents and ensuring adequate teaching space and resources for learning sessions are available. **NOTE:** *For further information, see the [RNTTP Residency Sample Curriculum available on the ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). This is an internal VA website that is not available to the public.*

(9) Implementing a process at the VA medical facility to address concerns, program issues, ongoing RNTTP Resident performance issues, and formal complaints regarding the RNTTP Residency Program.

(10) Monitoring RNTTP Resident progress in alignment with program objectives and outcomes as guided by the VA medical facility RNTTP Residency Advisory Board.

(11) Providing RNTTP Resident performance feedback to the RNTTP Resident's VA medical facility RNTTP Resident Supervisor.

(12) Providing support to the VA medical facility Nurse Manager to ensure that each RNTTP Resident is assigned to a supportive and appropriately trained primary VA medical facility RN Preceptor who meets the VA medical facility's RN Preceptor requirements for the applicable clinical areas and has completed RN Preceptor training as outlined in paragraph 5.

(13) Ensuring that RNTTP Residents are hired into permanent RN positions using appropriate HR Smart job codes (50) and assignment code (S7) and that, upon RNTTP Residency completion, assignment codes are appropriately removed. **NOTE:** *HR Smart job codes are assigned in accordance to [311 Hire Job Aid – Process SNTs, GNTs, and RNTTPs](#). This is an internal VA website that is not available to the public.*

(14) Ensuring the timely completion of all RNTTP evaluation forms from RNTTP Residents and VA medical facility RN Preceptors as outlined in the RNTTP VSSC data portal. **NOTE:** *Evaluations are available on the [RNTTP VSSC Survey database](#). This is an internal VA website that is not available to the public. This website requires ONS permission for access.*

(15) Developing a process to annually review and evaluate the effectiveness of the VA medical facility-level RNTTP Residency Program. **NOTE:** VA medical facilities may utilize the evaluation template on the [ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). This is an internal VA website that is not available to the public.

(16) Disseminating RNTTP Residency Program outcomes, action plans, and related reports as defined in the VA medical facility RNTTP Residency evaluation process annually to RNTTP Residency program stakeholders, including the VA medical facility RNTTP Residency Advisory Board and academic-practice partners.

(17) Collaborating with the VA medical facility RNTTP Resident Supervisor to facilitate the VA medical facility RNTTP Resident priorities and preparing schedules for completion of work.

m. **VA Medical Facility Registered Nurse Transition to Practice Residency Advisory Board.** The VA medical facility RNTTP Residency Advisory Board is responsible for providing support, and feedback on the RNTTP Residency Program, providing strategic guidance on the RNTTP Residency Program objectives and outcomes, reviewing RNTTP Residency Program outcomes, and reviewing aggregated evaluation data related to the RNTTP Residency Program.

n. **VA Medical Facility Nurse Manager.** **NOTE:** The VA medical facility Nurse Manager is the manager who is responsible for overseeing a clinical unit where a RNTTP Resident is completing their RNTTP Residency program. For the purposes of this directive, the VA medical facility Assistant or Associate Chief Nurse who directly supervises RNTTP Residents fulfills this position. The VA medical facility Nurse Manager is responsible for:

(1) Ensuring that all RNTTP residents hired under their clinical unit are afforded the time necessary to participate in the RNTTP Residency Program and collaborating with the VA medical facility RNTTP Residency Coordinator to address noncompliance with protected time for RNTTP Residents. **NOTE:** Protected time is outlined as a minimum of 6 months of precepted orientation, in addition to a minimum of 208 hours of didactic training hours over the course of the RNTTP Residency Program.

(2) Ensuring that each RNTTP Resident on the clinical unit is assigned a supportive and appropriately trained primary RN Preceptor who meets the VA medical facility's RN Preceptor requirements for the applicable clinical areas. **NOTE:** It is recommended that clinical units have a backup secondary RN Preceptor available if the primary RN Preceptor is unavailable. The VA medical facility RN Preceptor's assignment should be typical for the clinical unit in terms of patient acuity, patient number, and ancillary assistance and must not be increased when assigned a RNTTP Resident.

(3) Ensuring that RNTTP Residents work within the VA medical facility RN Preceptor's patient care assignment for a minimum of 6 months.

(4) Facilitating progress of the RNTTP Resident, monitoring VA medical facility RN Preceptor and RNTTP Resident rapport, providing input to the RNTTP Resident and VA medical facility RNTTP Resident Supervisor on performance of the RNTTP Resident at regular intervals, and communicating any issues or concerns regarding the RNTTP Resident to the VA medical facility RNTTP Program Coordinator at the time the issue or concern is identified.

o. VA Medical Facility Registered Nurse Transition to Practice Program Resident Supervisor. The VA medical facility RNTTP Program Resident Supervisor is the direct supervisor of the RNTTP Resident. This role has direct oversight and is the RNTTP Resident supervisor listed in HR Smart. The VA medical facility RNTTP Resident Supervisor is responsible for:

(1) Serving as the designated first line of supervisory authority, responsibility, and accountability for RNTTP Residents.

(2) Collaborating with the VA medical facility RNTTP Residency Coordinator to facilitate the VA medical facility RNTTP Resident priorities and preparing schedules for completion of work.

(3) Assigning work to RNTTP Residents based on the RNTTP Resident's priorities, difficulty level of the work, assignment requirements of the RNTTP Resident, and the capabilities of the RNTTP Resident.

(4) Supporting VA medical facility RNTTP Residents' growth in confidence and competence by ensuring participation in program activities (didactic, simulation, etc.) and providing timely feedback on their performance.

p. VA Medical Facility Registered Nurse Preceptor. The VA medical facility RN Preceptor is responsible for:

(1) Providing clinical oversight and preceptorship to the VA medical facility RNTTP Resident in alignment with the goals set by the RNTTP Resident and VA medical facility RNTTP Residency Coordinator.

(2) Completing all evaluator surveys in the [RNTTP VSSC Survey database](#) or as required by the VA medical facility RNTTP Residency Coordinator and ONS AD, RNTTP Residency Program, and verifying RNTTP Resident clinical competencies.

NOTE: This is an internal VA website that is not available to the public. This website requires ONS permission for access.

(3) Providing clear, regular, and consistent feedback to the RNTTP Resident on nursing practice, including debriefing pertinent clinical experiences.

(4) Completing the VA medical facility RN Preceptor formalized orientation and training. See paragraph 5.

(5) Communicating clinical practice, clinical judgment, or professional concerns regarding the RNTTP Resident through the appropriate chain of command (e.g., VA medical facility Service Line Chiefs, RNTTP Resident Supervisor, and RNTTP Residency Coordinator).

(6) Advocating for the learning needs and professional socialization of the RNTTP Resident to support the orientation, development, and assimilation of the RNTTP Resident to the clinical unit and VA medical facility.

q. **VA Medical Facility Nurse Recruiter.** The VA medical facility Nurse Recruiter is responsible for supporting the recruitment of new graduate RNs to the RNTTP Residency Program by attending career fairs and engaging schools of nursing to promote the RNTTP Residency Program.

r. **VA Medical Facility Registered Nurse Transition to Practice Resident.** The VA medical facility RNTTP Resident is responsible for:

(1) Completing all RNTTP Residency Program requirements such as meeting the attendance requirements for didactic sessions, presentations, and completion ceremonies as defined by the VA medical facility RNTTP Residency Program leadership (e.g., VA medical facility RNTTP Residency Coordinator, Nurse Manager).

(2) Completing all assigned evaluation forms, including all forms listed in [RNTTP VSSC Survey database](#), as determined by the VA medical facility RNTTP Residency Coordinator at the prescribed intervals. **NOTE:** *This is an internal VA website that is not available to the public. This website requires ONS permission for access.*

(3) Completing all work assigned by the VA medical facility RNTTP Resident Supervisor.

(4) Working within their assigned VA medical facility RN Preceptor's patient care assignment for a minimum of 6 months.

3. REGISTERED NURSE TRANSITION TO PRACTICE RESIDENCY PROGRAM REQUIREMENTS

a. All new graduate RNs who are in their first nursing role or who have less than 1 year of professional RN experience who are hired into a VA employee position must participate in the RNTTP Residency Program.

b. Requirements.

(1) **Program Components.** All VA medical facility RNTTP Residency Programs must have:

(a) **Didactic Curriculum.** An evidence-based, Veteran-centric, 12-month RNTTP residency training program that aligns with the current CCNE Standards for Accreditation of Entry-to-Practice Residency Programs. See the RNTTP Residency

Curriculum Repository available on the [ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). **NOTE:** *This is an internal VA website that is not available to the public.*

(b) Registered Nurse Transition to Practice Resident Learning Time. RNTTP Residency Programs must include a minimum of 0.1 FTEE learning time (e.g., didactic, simulation, class activities, project time) (minimum of 208 hours per year of residency). Learning time must be integrated throughout the entire year to provide consistent support to the RNTTP Resident.

(c) Preceptorship. The VA medical facility ADPCS, CoS, and RNTTP Residency Coordinator must allocate a minimum of 6 months where the RNTTP Resident works within the clinical assignment and direction of the VA medical facility RN Preceptor. This ensures patient safety while the RNTTP Resident's competencies are being developed and verified; organizational and time management skills are expanded; and critical thinking and decision-making abilities are honed.

(2) **Academic-Practice Partnership.** An academic-practice partnership is an educational relationship between a nursing education program and a VA medical facility, and it is strongly recommended when developing and maintaining a RNTTP Residency Program. The partnership agreement is a written document that may include the academic-practice partner and VA medical facility ADPCS and CoS's review and signature. **NOTE:** *For more information on types of partnership agreements, refer to VHA Directive 0999(1), VHA Policy Management, dated March 29, 2022.* Academic-practice partnership is an important mechanism to strengthen nursing practice and help RNTTP Residents become well positioned to lead change and advance health. Effective academic-practice partnerships create systems for RNTTP Residents to achieve educational and career advancement, prepare RNTTP Residents to practice and lead, provide mechanisms for lifelong learning, and provide a structure for RNTTP Residency Programs. Such intentional and formalized relationships are based on mutual goals, respect, and shared knowledge. For additional information on academic-practice partnerships, see [The Guiding Principles for Academic-Practice Partnerships](#).

4. OVERSIGHT AND ACCOUNTABILITY

a. **Internal Controls.** The internal controls in this directive are:

(1) Oversight responsibilities as outlined in the responsibilities paragraph of this directive for the ONS Executive Director/Deputy CNO; the ONS AD, RNTTP Residency Program; VISN Director; VISN CNO and CMO; VA medical facility Director; VA medical facility ADPCS and CoS; VA medical facility Service Line Chiefs; VA medical facility RNTTP Residency Coordinator; VA medical facility RN Residency Advisory Board; VA medical facility Nurse Manager.

(2) Systematic data collection and evaluation processes for VA medical facility RNTTP Residency Program metrics that align with the ONS strategic goals such as recruitment and retention data, and status on meeting program outcomes by the ONS

AD, RNTTP Residency Program and VA medical facility RNTTP Residency Coordinator.

(3) Completion of evaluation forms by RN Preceptors and RNTTP Residents.

(4) The VA medical facility RNTTP Residency Program Compliance Attestation Memorandum completion, review, and monitoring process by the VA medical facility ADPCS and CoS, VA medical facility Director, VISN CNO and CMO, VISN Director, ONS AD, RNTTP Residency Program, and the ONS Executive Director/Deputy CNO.

b. **Metrics.** The metrics in this directive that assess the directive or program effectiveness are implementation and maintenance of a structured, one-year VA medical facility RNTTP Residency Program.

5. TRAINING

a. The following training is **recommended** for the VA medical facility RNTTP Residency Coordinator: National RNTTP Residency Coordinator Nursing Professional Development and annual trainings announced through the RNTTP Residency Listserv (rn_ttp_residency_program-l@vaww.listserv.va.gov).

b. The following training is **required** for VA medical facility RNTTP Resident Preceptors: TMS curriculum VHA-266, Registered Nurse Transition to Practice [RNTTP] Residency Program Preceptor Curriculum which is a one-time only training (with a test out option) that must be completed upon being identified as an RNTTP preceptor. This curriculum will be nationally assigned by Alternate Job Code, and the training covers the roles of the preceptor, novice-to-expert continuum, adult learning principles, and promoting critical thinking. The specific training assignment information can be found on the ONS RNTTP SharePoint and is indicated as “Registered Nurse Transition to Practice Residency Program Preceptor Training Assignment Procedure” at the [ONS Workforce and Leadership, RNTTP SharePoint](#). **NOTE:** *This is an internal VA website that is not available to the public.*

6. BACKGROUND

a. RNTTP is a mandatory residency program for VA-employed new graduate RNs. The program’s goal is to assist new RN graduates in the transition to full practice as competent RNs. The program is open to all levels of employed new graduate RNs (associate, baccalaureate, and master’s degree entry into nursing practice) that are in their first licensed RN role or have less than 1 year of professional RN experience.

b. Nursing comprises 30% of VHA’s workforce. Several factors, including COVID-19, have resulted in an international shortage of RNs across all roles. Aggressive recruitment strategies employed by community health care agencies and the impact of legislation such as the Sergeant First Class Heath Robinson Honoring our Promise to Address Comprehensive Toxics Act (Honoring our PACT Act of 2022) that expanded Veteran eligibility have further intensified the necessity for workforce expansion in a strategic and intentional way. Thus, there continues to be a need to recruit, retain, and

train new RNs to support and develop the future nursing workforce.

c. The Commission on Collegiate Nursing Education Accreditation is an accrediting body that provides standards for entry-to-practice residency programs to allow for standardized quality, content, and structure for these programs. CCNE accreditation strengthens entry-to-practice nurse residency programs. Therefore, it is recommended that all RNTTP Residency Programs pursue CCNE accreditation.

7. RECORDS MANAGEMENT

All records regardless of format (for example, paper, electronic, electronic systems) created in this directive must be managed as required by the National Archives and Records Administration (NARA) approved records schedules found in VHA Records Control Schedule 10-1. Questions regarding any aspect of records management can be addressed to the appropriate Records Officer.

8. REFERENCES

- a. 38 U.S.C. § 7302.
- b. P.L. 115-182.
- c. P.L. 117-168.
- d. VHA Directive 0999(1), VHA Policy Management, dated March 29, 2022.
- e. VHA Intranet: [311 Hire Job Aid – Process SNTs, GNTs, and RNTTPs](#). **NOTE:** *This is an internal VA website that is not available to the public.*
- f. VHA Intranet: [ONS Workforce and Leadership RN Transition to Practice Residency Coordinator Resources SharePoint](#). **NOTE:** *This is an internal VA website that is not available to the public.*
- g. VHA Intranet: [ONS Workforce and Leadership, RNTTP SharePoint](#). **NOTE:** *This is an internal VA website that is not available to the public.*
- h. VHA Intranet: [RNTTP VSSC Survey database](#). **NOTE:** *This is an internal VA website that is not available to the public. This website requires ONS permission for access.*
- i. American Association of Colleges of Nursing. [The Guiding Principles for Academic-Practice Partnerships](#).