



VA Post Baccalaureate Registered Nurse Residency (PBRNR)

The PBRNR 12-month program helps recent nurse graduates transition from the classroom to clinical practice. The program is an opportunity for graduates to hone critical thinking and evidence-based decision making skills. The PBRNR program provides:

- A set of learning opportunities focused on institutional and departmental practices that help new nurses learn VA Pittsburgh Healthcare System (VAPHS) policies, procedures and standards of care.
- Reflection and exploration on nursing through case review and use-of-self as an instrument of healing and caring.
- An introduction to key persons.
- Structures needed to execute routines.
- Professional connectivity among intergenerational nurses to ensure that values are passed along and celebrated.
- Confidence building by linking critical thinking with critical actions.

Applicant criteria:

- Graduate of BSN or MSN entry level program, accredited by Commission on Collegiate Nursing Education (CCNE) or Accreditation Commission for Education in Nursing (ACEN)
- Be a licensed RN by the start of the program
- Be a licensed RN for less than one-year post graduation from your nursing program and have no RN position work experience
- Submission of required application packet
- Minimum cumulative GPA of 3.0 from your nursing program
- Be a U.S. citizen and meet standards for onboarding



VA



U.S. Department of Veterans Affairs

Veterans Health Administration
VA Pittsburgh Healthcare System

PBRNR Program Overview

PHASE I: Orientation (months 0-4)

- Hospital and General Nursing Orientation.
- Acquiring clinical and professional transition elements through an introduction to communication and decision-making skills and leadership skills with an emphasis on improving patient outcomes.
- Development of generic and specific skills exclusive to Veteran-centric care and clinical areas.
- Introduction to interprofessional team collaboration, mentor and evidence-based Project.

PHASE II: Clinical, Professional and Leadership Development (months 5-9)

- Further development of clinical skills, leadership and decision-making skills and improvement of patient outcomes.
- Increasing development in the RN professional role
- Evidence-based project development
- Mentoring/coaching.

PHASE III: Clinical Synthesis and Evaluation (months 10-12)

- Synthesis, assessment, completion of evidence-based project
- Program evaluation
- Project presentation
- Graduation

THE 12-MONTH PBRNR PROGRAM CONSISTS OF:

- Structured mentoring and precepting experience
- Weekly formal and informal learning opportunities
- Building critical thinking skills and clinical skills
- Unit experiences on several different nursing care units/areas in VA
Residents typically get to spend a few months on at least three care areas (ICU, Med-surg, OR, etc.)
- Evidence-based practice project
- Seminars, conferences, simulation experiences and so much more

As a PBRNR participant, you will have the opportunity to better understand the Veteran population and VA health care system while successfully transitioning to your new professional nursing role.



Accepting resumes now for consideration for the spring and fall cohorts!



READY TO APPLY? QUESTIONS?

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