



VA Office of Academic Affiliations Post-Baccalaureate Registered Nurse Residency

Office of Academic Affiliations Mission

As one of four statutory missions, the Department of Veterans Affairs (VA) conducts an education and training program for health professions students and residents to enhance the quality of care provided to Veteran patients within the Veterans Health Administration (VHA) healthcare system. In accordance with this mission, "To educate for VA and for the Nation," education and training efforts are accomplished through coordinated programs and activities in partnership with affiliated U.S. academic institutions.

What is the Post-Baccalaureate Registered Nurse Residency Program?

The VA Office of Academic Affiliations (OAA) Post-Baccalaureate Registered Nurse Residency (PB-RNR) is a one-year, cohort-based training program delivered in collaboration with a school of nursing. It is an academic-based, federally funded program that provides training to newly licensed RNs in the role of trainee. The OAA competency-based RN residency provides 100% protected training time to enhance new graduate RN competency, confidence in practice, and leadership skills, and to equip RNs with the knowledge and skills to address the specific needs of Veterans in VA and the community.

OAA Contact & Website

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<https://www.va.gov/OAA/Nursing/Home.asp>

The VA Office of Academic Affiliations (OAA) Post-Baccalaureate Registered Nurse Residency (PB-RNR) is designed to produce a pipeline of highly qualified RNs (which may include bachelor's, master's, or doctoral prepared new graduate RNs) within VA, serving as a critical component of the VA nursing workforce supply chain. National evaluation of the VA OAA PB-RNR effectiveness revealed positive outcomes, including a significant improvement in RN clinical skills and confidence in practice at the completion of the program. OAA's robust competency-based RN residency curriculum is aligned with the Commission on Collegiate Nursing Education (CCNE) accreditation standards and VA nurse competency requirements. All VA OAA RN residency programs must be accredited by the CCNE within 3 years of implementation. The curriculum model is designed to provide new graduate nurses an opportunity to apply knowledge and skills gained during prelicensure educational experiences across various clinical settings in the VA. The protected training time for the entire duration of the VA OAA PB-RNR program allows new graduate RNs to strictly focus on the identification of strengths and weaknesses, enhancement of competencies, and professional development, distinguishing it from employee-based on-the-job training models. During the year-long training at the VA medical facility, RN residents complete a quality enhancement and/or system redesign scholarly project. Evidence-based practice is a central tenet of the residency program.

VA Central Office Funding

VA medical facilities receive funding from OAA, which includes:

1. Nurse resident pay and benefits funds (RN position requests must be for one-year full-time appointments)
2. Nurse residency infrastructure funds to support the salary of VA staff who serve in program director, program coordinator, and clinical faculty roles
3. Veterans Equitable Resource Allocation/Education Support Supplement (VESS) funds to cover other expenses associated with managing the VA OAA PB-RNR programs

Participant Eligibility

1. Graduate of baccalaureate, master's or doctoral level entry to practice program accredited by the CCNE or the Accreditation Commission for Education in Nursing (ACEN)
2. Possess a current, full, active, and unrestricted registration as a RN licensure graduate professional nurse in a U.S. state, commonwealth or territory, or the District of Columbia, prior to the start of the VA OAA PB-RNR program.
3. Citizen of the United States
4. Serving in their first RN role

Recommendations

1. VA OAA PB-RNR programs are requested by VA medical facilities through the VA OAA Request for Proposals application cycle
2. Proposal approval decisions are based primarily on the quality of the proposals and supporting documentation submitted
3. Funding for facilities awarded positions is expected to recur in subsequent years, assuming the program demonstrates evidence of educational quality