



The Versant® RN Residency at Northridge Hospital Medical Center



Dignity Health®
Northridge Hospital
Medical Center



“An organization that doesn’t set zero defects as its goal is saying that it will accept defects that can harm patients.”

Dr. Robert A. Caplan, Medical Director of Quality, Virginia Mason Medical Center

The Versant Competency-Based System

The Health Care industry is not only unique in its ability to heal patients, it is unique in its ability to harm patients through unsafe practices. Each patient is a parent, a child, a sibling, a friend. The benefits of safe and efficient patient care are obvious to all those involved in the nursing profession.

To deliver the outcomes of Versant’s mission to fundamentally improve patient safety by developing and sustaining professional nursing organizations, ...*One Nurse At A Time*®, Versant presents the Competency-Based System.

Versant's competency-based system addresses the development and maintenance needs of *all* nurses in *all* environments – nurses working in different professional segments, (e.g. acute care, ambulatory, rural access, home health), nurses firmly established (*incumbent nurses*) in a given hospital, department, practice area, and professional focus, and nurses in transition. *Below is a conceptual framework for both Versant's overall approach and Versant Voyager®*, Versant's online delivery system.



Versant's competency-based approach to education aligns with the Quality and Safety Education for Nurses Institute (QSEN)'s national competency statements, as well as many other professional organizations. Rather than being a specific skill or a topic to study, a competency statement is a de-



sired outcome. Pain Management would not be considered a competency; being capable of effectively managing pain would be. A competency statement is the performance criteria that is expected of a qualified nurse. A **competency profile** is a collection of competency statements, forming into a specialized selection of desired outcomes, based on the specific specialty for which that nurse is being educated. Versant has worked with academia, healthcare leaders, and clinical experts to develop specialty competency profiles required for any nurse or organization. Additionally, when additional competencies or specialties are identified as a need for many organizations, Versant actively engages in collaborating with organizations to specifically identify such needs. The result is the ability to determine what performance criteria a nurse must meet to provide safe patient care.

The standard of competence for every nurse is to be a safe practitioner. Qualification is a binary state; a nurse is either capable working at the level which is required for safe patient care, or is not. After a

competency profile is identified, each nurse must be assessed to determine their strengths and weaknesses through the **Performance Gap Analysis (PGA)**. After gaps in a nurse's competencies have been identified, a personal learning plan can be created, tailoring an individual plan for improvement through use of classroom time and performance support tools (PST). The **Performance Gap Remediation** process allows a nurse to both learn and demonstrate improvement.

After completion of the Performance Gap Remediation process, competencies are validated by a preceptor through direct observation at the point of care. **Performance Validation** allows a nurse to demonstrate in a real-world situation that he or she is qualified for safe patient care. Throughout the course of the Residency, a nurse will demonstrate he or she is competent in every required skill.

Versant's Competency-Based System is widely known in its use through the Versant RN Residencies, a comprehensive, systemic and standardized approach designed to transition nurses into a specialty or on-board new graduates into an organization.



Designed by Nurses, for Nurses

As a registered nurse beginning your career, you're probably wondering which hospital is right for you. With so many possibilities, it's important to select an organization that has made a commitment to invest in its most valuable resource—its nurses.

Designed by nurses for nurses, the Versant® New Graduate RN Residency is the most innovative and comprehensive new graduate onboarding experience available. The Versant New Graduate RN Residency prepares new nurses by organizing and overseeing all aspects of their transition into professional nursing. It is designed to be a highly-supportive, paced learning experience.

As an RN Resident, you will be hired into the facility as a full-time employee. You will be supported — professionally and emotionally—by a network of nurses who act as teachers, preceptors, mentors, and debriefers. Upon successful completion of this paid RN Residency, you'll be prepared to work as an independent, professional RN on your home unit.

With thousands of successful graduates at over 100 hospitals nationwide, the Versant New Graduate RN Residency has set the standard in transitioning new graduate nurses into the professional nurse role. It is the best way for you to gain the experience, skills, judgment, and confidence you'll need to thrive in your new career as a professional nurse.




Versant History and Mission

Created in 1999, Versant provides innovative, evidence based solutions to develop and sustain professional nursing organizations. Versant's expert team of nurse educators, researchers, and business leaders are committed to raising the standard of nursing care while helping hospitals and health systems achieve their clinical and financial goals.

Versant's mission is to fundamentally improve the quality of patient care through developing and sustaining professional nursing organizations ...One Nurse at a Time®

Versant is a unique and innovative organization consisting of expert nurse educators, nurse executives, and nurse researchers. Versant provides healthcare organizations with the highest quality solutions to strategically develop and stabilize the RN workforce. Versant is committed to making fundamental contributions to the nursing profession by developing integrated, evidence-based and Web-facilitated programs that elevate the standard of nursing care and optimizes the financial performance of healthcare institutions.



"I feel like I am taking off from a launching pad instead of a cliff."

Jennifer Reeves, RN, a Versant RN Residency Graduate

To learn more about the Versant® New Graduate RN Residency at Northridge Hospital Medical Center,
visit **www.northridgehospital.org**

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