



Arizona Transition to Practice Program for New to Specialty Nurses

Program overview

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About AzHHA

The Arizona Hospital and Healthcare Association (AzHHA) is the association giving Arizona hospitals a voice to collectively build better healthcare and health for Arizonans.

As the champion for healthcare leadership in Arizona, AzHHA and its member hospitals explore ideas and take collaborative action at the state capitol, in hospitals and at home to attain the best healthcare outcomes for our community.

Above all else, we put people and patients first through Better Care, Better Health and Lower Costs.

Our purpose

Bringing together diverse voices to advance health and healthcare in Arizona.

What we do

Our main goal is to advocate for healthcare policies in which our members can thrive and that improve and protect the care patients receive across our state. We are heavily involved at both the state and federal levels with issues that have the potential to impact hospitals and health systems as well as the healthcare of the people, patients and communities in Arizona.

Additionally, AzHHA supports our members through key programs that build healthcare emergency response preparation, strengthen Arizona's healthcare workforce and improve efforts to enhance maternal healthcare in our state.



About the program

Arizona Transition to Practice Program for New to Specialty Nurses

The Arizona Hospital and Healthcare Association's Arizona Transition to Practice Program for New to Specialty Nurses is designed to facilitate the transition of experienced nurses moving into new specialty areas in alignment with § 36-1804 and is supported by the Arizona Health Care Cost Containment System (AHCCCS). This program aims to provide nurses transitioning to new specialty areas with evidence-based content to help them become competent more rapidly and offer opportunities for professional growth with an added benefit of specialty certification preparation.

About the program

This program offers a range of benefits to nurses, hospitals and patients alike. The program provides comprehensive education for nurses new to specialty, continuing education hours, mentorship and a smooth transition into a new professional practice setting. With these valuable benefits, the Arizona Transition to Practice Program is designed to foster excellence in nursing care and ultimately improve patient outcomes.

Eligibility

Any Arizona healthcare facility licensed by the Arizona Department of Health Services that hires registered nurses may apply to the Arizona Transition to Practice Program. To be eligible for participation, the new nurses must have their RN license and limited experience with the new area of specialty.

What you need to know:

- Priority will be given to rural/critical access or hospitals located in counties with a population of less than 500,000 people with a focus on serving the underserved.
- Participation in the program is voluntary, and there is no cost to join.



Program goals

With this program, we aspire to create an environment where our nurses can transition seamlessly into new practice areas, gaining the confidence and competence they need to provide the best possible care for our communities. To reach this goal, the program:

- Provides evidence-based professional development.
- Accelerates the experienced nurse to a competent specialized nurse more rapidly.
- Increases confidence and promotes independent practice in the registered nurse.

Program benefits

Increasing retention for registered nurses is the cornerstone of the Arizona Transition to Practice Program, as the program provides an additional level of support for these nurses. To help accomplish this goal, the program provides many benefits including:

- Standardized evidence-based curriculum.
- Training and support for key players at the hospitals.
- Scholarships to help participants advance in education, achieve certification and further their professional development.

New to specialty offering descriptions

Emergency department

To help nurses who are interested in transitioning to a role in the emergency department, the Arizona Transition to Practice Program is offering access to two courses from the **Emergency Nurses Association (ENA)**:

- **Clinical practice – novice pathway:** This tailored education package addresses the educational needs of a novice nurse by providing the foundational knowledge and initial competencies in caring for pediatric, adult and geriatric emergency department patients. Learners can earn up to 22.25 continuing education hours upon completion.
- **Triage curriculum:** A triage nurse must have exceptional critical thinking skills, clinical expertise, communication skills, compassion and a comprehensive understanding of triage as a point-of-entry process. This new curriculum is a series of courses designed to build a comprehensive base of triage knowledge for the emergency nurse. Learners can earn up to 11.25 continuing education hours upon completion.

Learners participate in the courses as independent study.



Intensive care unit/critical care

To help nurses who are interested in transitioning to an intensive care unit (ICU) role, the Arizona Transition to Practice Program is offering access to the **American Association of Critical-Care Nurses (AACN) Essentials of Critical Care Orientation (ECCO) 4.0 (ICU)**.

The in-depth curriculum offers a self-paced, online course designed for nurses who are new to or transitioning from other areas of the hospital into intensive care. This program equips learners with the knowledge and confidence to provide safe patient care.

Progressive care unit

To help nurses who are interested in transitioning to a progressive care unit (PCU)/intensive care step down role, the Arizona Transition to Practice Program is offering access to the **American Association of Critical-Care Nurses (AACN) Essentials of Critical Care Orientation (ECCO) 4.0 (PCU)**.

The in-depth curriculum offers a self-paced, online course designed for nurses who are new to or transitioning from other areas of the hospital into PCU. This program equips learners with the knowledge and confidence to provide safe patient care.

Medical-surgical nursing

To help nurses who are interested in transitioning to a medical-surgical role, the Arizona Transition to Practice Program is offering access to the **Academy of Medical-Surgical Nurses (AMSN) Certified Medical-Surgical Registered Nurse (CMSRN) Certification Review Course**.

The in-depth curriculum offers a self-paced and interactive review of the most common diseases, symptoms and issues seen in patients by medical-surgical nurses, along with the respective nursing assessments and interventions required by medical-surgical nurses. For learners not planning to take the CMSRN Exam, this course provides relevant content to be used by medical-surgical nurses throughout their careers. Learners can earn up to 21 continuing education hours upon completion.

Obstetrics

To help nurses who are interested in transitioning to OB, the Arizona Transition to Practice Program is offering access to the **HealthStream Quality OB Program**.



The in-depth curriculum offers extensive information on a variety of topics and provides content that meets regulatory requirements for interprofessional training (hypertension, hypertension for emergency staff and postpartum hemorrhage). Learners participate in the program as an independent study and can get up to 21.5 continuing education hours.

Operating room

To help nurses who are interested in transitioning to a role in the operating room (OR), the Arizona Transition to Practice Program is offering access to Periop 101: A Core Curriculum™ from the **Association of periOperative Registered Nurses (AORN)**.

Periop 101: The in-depth curriculum offers a comprehensive, standardized education program for registered nurses (RNs) entering the perioperative specialty. This program is designed to meet the latest evidence-based AORN Guidelines for Perioperative Practice and includes graduate-level QSEN competencies. The program caters to various perioperative environments, including operating rooms (OR), cesarean sections (C-section) and ambulatory surgery centers (ASC).

Breakdown by specialty

Specialty	Contact hours	Program length (to align with four hours a week)	Program duration
Operating room			
Periop 101	39.8	10 weeks	24 months
Periop 101 C-section	36.4	10 weeks	24 months
Scrub role	3	One week	Six months
Periop 202 Cardiovascular	15	Two weeks	Four months
Obstetrics			
Quality OB	215	Six weeks	12 months
Emergency department			
ENA novice pathway	22.25	Six weeks	12 months
ENA triage curriculum	11.25	Three weeks	12 months
Critical care			
ECCO (ICU)	75.45	20 weeks	12 months
ECCO (PCCU)	67.72	17 weeks	12 months
Medical-surgical			
CMSRN	20.5	Six weeks	24 months



Emergency department

To help nurses who are interested in transitioning to a role in the emergency department, the Arizona Transition to Practice Program is offering access to two courses from the **Emergency Nurses Association (ENA)**: Clinical practice – novice pathway and triage curriculum.

The in-depth curriculum offers extensive information on a variety of topics meant to help the new nurse in the emergency department. Learners participate in the courses as independent study.

Clinical practice – novice pathway

This tailored education package addresses the educational needs of a novice nurse by providing the foundational knowledge and initial competencies in caring for pediatric, adult and geriatric emergency department patients.

This pathway offers:

- Up to 22.25 continuing nurse education (CNE) contact hours.
- Three primary content categories include clinical, professional and well-being.
- A one-year ENA membership.
- Access to the ENA Mentorship Program.

The topics covered in this pathway include:

- Clinical content
 - Catheter-associated urinary tract infections
 - Emergency nursing documentation: Best practices and strategies
 - Emergency Severity Index® 2.0
 - Geriatric emergency nursing education level 1 2.0
 - Introduction to trauma, caring for adult patients 2.0
 - Introduction to trauma, caring for pediatric patients 2.0
 - Managing adult behavioral health in the emergency department 2.0



- Medical toxicology
- Pediatric behavioral health concerns in the emergency department
- The emergency department nurse's role in a disaster
- Medication mayhem
- Professional content
 - Structural racism in healthcare
 - Well-being content
 - Workplace violence prevention course
 - Structural racism in healthcare
 - Healthy coping mechanisms

ENA triage curriculum

A triage nurse must have exceptional critical thinking skills, clinical expertise, communication skills, compassion and a comprehensive understanding of triage as point-of-entry process. This new curriculum is a series of courses designed to build a comprehensive base of triage knowledge for the emergency nurse.

The program offers:

- Up to 11.25 continuing nurse education (CNE) contact hours for all eight courses.
- An emergency nurse the range of foundational knowledge needed to accurately triage patients.
- Content suitable for all levels of experience.

The courses included are:

- Introduction to triage
- Healthcare law in triage
- Communication and patient experience
- Emergency Severity Index® 2.0
- Symptom presentations and triage assessment
- Special population considerations
- Prioritizing
- Triage in disaster and mass casualty situations



Intensive care unit/ critical care

To help nurses who are interested in transitioning to an intensive care unit (ICU) role, the Arizona Transition to Practice Program is offering access to the **American Association of Critical-Care Nurses (AACN)** Essentials of Critical Care Orientation (ECCO) 4.0 (ICU). The in-depth curriculum offers a self-paced, online course designed for nurses who are new to or are transitioning from other areas of the hospital into intensive care.

Program features include:

- Up to 75.45 American Nurses Credentialing Center (ANCC) contact hours.
- 18 learning modules that use evidence-based learning, real-life patient scenarios and virtual simulations.
- Evidence-based care strategies to prevent healthcare-associated infections and complications.
- Learning about common conditions experienced by acutely ill patients requiring critical care nursing.
- Evaluating assessment data and determining priority interventions for patients with acute or critical illness.
- Anticipating potential complications and taking steps to prevent them.

The learning modules cover the following topics:

- Global perspectives in the care of critically ill patients
- Cardiovascular disorders
- Pulmonary disorders
- Hemodynamic monitoring
- Neurologic disorders
- Gastrointestinal disorders
- Renal disorders
- Endocrine disorders
- Hematological disorders
- Multisystem disorders



Progressive care unit

To help nurses who are interested in transitioning to a progressive care unit (PCU)/intensive care step down role, the Arizona Transition to Practice Program is offering access to the **American Association of Critical-Care Nurses (AACN) Essentials of Critical Care Orientation (ECCO) 4.0 (PCU)**. The in-depth curriculum offers a self-paced, online course designed for nurses who are new to or are transitioning from other areas of the hospital into PCU. This program equips learners with the knowledge and confidence to provide safe patient care.

Program features include:

- Up to 67.72 American Nurses Credentialing Center (ANCC) contact hours earned upon completion.
- 17 learning modules that use evidence-based learning, real-life patient scenarios and virtual simulations.
- Evidence-based care strategies to prevent healthcare-associated infections and complications.
- Learning about common conditions experienced by acutely ill patients requiring progressive care nursing.
- Evaluating assessment data and determining priority interventions for patients with acute or critical illness.
- Anticipating potential complications and taking steps to prevent them.
- Assessing the effectiveness of interventions for patients experiencing acute or critical illness.

The learning modules cover the following topics:

- Global perspectives in the care of critically ill patients
- Cardiovascular disorders
- Pulmonary disorders
- Hemodynamic monitoring
- Neurologic disorders
- Gastrointestinal disorders
- Renal disorders
- Endocrine disorders
- Hematological disorders
- Multisystem disorders



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To help nurses who are interested in transitioning to a medical-surgical role, the Arizona Transition to Practice Program is offering access to the **Academy of Medical-Surgical Nurses (AMSN)** Certified Medical-Surgical Registered Nurse (CMSRN) Certification Review Course.

The in-depth curriculum offers a self-paced and interactive review of the most common diseases, symptoms and issues seen in patients by medical-surgical nurses, along with the respective nursing assessments and interventions required by medical-surgical nurses. For learners not planning to take the CMSRN Exam, this course provides relevant content to be used by medical-surgical nurses throughout their careers.

Program features include:

- 20.5 nursing continuing professional development (NCPD) contact hours earned upon completion.
- Nine learning modules.
- Practice questions that are similar to those found on the CMSRN Exam.
- Workbooks for each module offer further review of the material.

The nine learning modules are:

1. Introduction and testing strategies
2. Fluids and electrolytes
3. Gastrointestinal system, enteral and parenteral nutrition
4. Respiratory system and pulmonary function
5. Hematological, immunological and integumentary systems
6. Cardiovascular system and shock
7. Endocrine system and diabetes
8. Kidney and urological system
9. Musculoskeletal and neurologic systems, pain management



Obstetrics

To help nurses who are interested in transitioning to obstetrics (OB), the Arizona Transition to Practice Program is offering access to the **HealthStream Quality OB Program**. The in-depth curriculum offers extensive information on a variety of topics and provides content that meets regulatory requirements for interprofessional training (hypertension, hypertension for emergency staff and postpartum hemorrhage). Learners participate in the program as an independent study, and it takes an estimated 21 hours and 35 minutes to complete (including pretests, modules, post-tests and evaluations).

Program features include:

- 21.5 nursing contact hours from the American Nurses Credentialing Center (ANCC).
- 21.5 AMA PRA category 1 credits for the Accreditation Council for Continuing Medical Education (ACCME).
- A learning plan that provides a test-out feature for EFM courses.
- E-simulations (MicroSims) for role specific and interprofessional application of knowledge.
- Successful 'first time pass rates' course post-tests.
- Frequent courseware enhancements and the addition of new content to the program.

The courses and modules include:

- Anxiety and depression – pregnancy through postpartum
- Cardiovascular disease – pregnancy through postpartum
- EMF modules (4); EFM MicroSim – nurse; EFM MicroSim – physician
- EFM pre-assessment competency exam (40 questions)
- EFM tracing activities (12)
- Effective communication and event disclosures course and MicroSim
- Gestational diabetes mellitus – pregnancy through postpartum
- Hypertension – pregnancy through postpartum course
- Hypertension pregnancy MicroSim
- Hypertension in pregnancy and postpartum for emergency staff
- Neonatal abstinence syndrome (NAS)
- Postpartum hemorrhage course and MicroSim
- Sepsis – pregnancy through postpartum
- Shoulder dystocia course and MicroSim
- Trial of labor after cesarean (TOLAC) course and MicroSim



Operating room

To help nurses who are interested in transitioning to a role in the operating room (OR), the Arizona Transition to Practice Program is offering access to Periop 101: A Core Curriculum™ from the **Association of periOperative Registered Nurses (AORN)**. The comprehensive, standardized education program is for registered nurses entering the perioperative specialty. Learners participate in the course as an independent study.

This program provides a consistent and current foundation of knowledge through online learning, along with clinical experience. It is designed to meet the latest evidence-based AORN Guidelines for Perioperative Practice and includes graduate-level QSEN competencies.

The educational content includes:

- **Online learning:** Covering comprehensive perioperative knowledge through diverse learning formats.
- **Graduate-level QSEN competencies:** Ensuring that nurses are equipped with advanced quality and safety competencies.
- **Recommended reading and video resources:** Pages from Alexander's Care of the Patient in Surgery, and URLs for the ARON bookstore, guideline essentials, videos, toolkits and position statements.
- **Final exam study guides:** Found within the individual corresponding modules.
- **Orientation resources:** Recommendations for download to help with orientation efforts.
- **Preceptor guidelines and resources:** Clinical objectives and competency assessment points.

This program offers the following specialized tracks:

- **Operating room (OR):** To prepare nurses for the unique environment of the OR, focusing on critical skills and knowledge required for surgical procedures.
 - The content includes 23 modules covering topics such as:
 - Aseptic techniques and infection control



- Surgical instrumentation and equipment handling
 - Patient positioning and safety measures
 - Interoperative patient monitoring and support
 - Post-operative care and recovery room procedures
- 39.8 contact hours (CH)/ambulatory education units (AEU) and 10.8 infection prevention contact hours (IPCH).
- **Cesarean section (C-section):** To equip nurses with specialized knowledge or perioperative care in obstetric settings, specifically C-sections.
 - The content includes 23 modules covering topics such as:
 - Maternal and fetal assessment
 - Anesthesia considerations for cesarean deliveries
 - Surgical techniques and procedures specific to C-sections
 - Post-operative care and management for both mother and baby
 - Emergency protocols for obstetric complications
 - 36.4 CH/AEU and 9.7 IPCH.
- **Ambulatory surgery center (ASC):** To provide nurses with the necessary skills for efficient and effective care in the ambulatory surgery setting.
 - The content includes 24 modules covering topics such as:
 - Pre-operative patient assessment and education
 - Techniques for fast-tracking surgical procedures
 - Management of outpatient surgical procedures
 - Post-operative care and discharge planning
 - Handling specific surgical interventions common in ASCs
 - 40.3 CH/AEU and 10.8 IPCH.
- **Preparing for the scrub role:** Provides advanced training tailored specifically for perioperative nurses transitioning to a scrubbing/sterile field role.
 - The program encompasses detailed instruction on:
 - Scrubbing, gowning, gloving and draping: Techniques for maintaining sterility
 - Instrumentation: Understanding and handling surgical instruments.
 - Suture basics: Fundamental skills in suturing
 - Preprocedural responsibilities: Preparing for surgical procedures
 - Procedural responsibilities: Managing the sterile field and coordinating with the perioperative team



- Postprocedural responsibilities: Ensuring safety and efficiency after procedures
- 3CH/AEU
- **Preparing the preceptor course:** This certificate-of-completion program is designed to equip preceptors for their vital role in orienting new registered nurses to the surgical environment.
 - The program covers:
 - Adult learning theories and generational learning behaviors
 - Specific preceptor processes tailored to the learner’s level
 - Practical tools for feedback, evaluation and transition to practice
 - The one module with four chapters provides 1.25 CH.

Program contact information

If you have any questions about the Arizona Transition to Practice Program for New to Specialty Nurses, please contact:

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You can also email TTPProgram@azhha.org with any questions about the program or visit azhha.org for additional information.





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