VA Nursing Academic Partnerships (VANAP)

Background
The Oklahoma City VA Health Care System (VAHCS), and the University of Oklahoma HSC, Fran & Earl Ziegler College of Nursing (OUHSC CON) established an academic partnership in 2007 known as the VA Nursing Academy (VANA). The partnership was funded by the VA Office of Academic Affiliations (OAA) until May 2013. The partnership was initiated to facilitate stronger and mutually beneficial partnerships between VA’s and Schools of Nursing (SON) and is now known as the VA Nursing Academic Partnership (VANAP) program.

A core VANAP objective is to enhance recruitment and retention of VA nurses. The Oklahoma VANAP supports a four-phase program to address recruitment and retention issues facing the VA. Phase I was initiated in the fall of 2008, and involved the acceptance of twenty additional junior students to the OUHSC CON to be assigned to the Oklahoma City VAHCS. Phase II, the VA Learning Opportunities Residency (VALOR) program is sponsored by Health Talent Management (HTM) of the VA. The VALOR program, a summer externship, was initiated in May 2009 for selected students. Phase III, offers students the opportunity to apply for a focused VA experiential rotation providing clinical learning. Phase IV, a 12-month Post Baccalaureate Nurse Residency (PBNR) Program, began in the summer of 2010. Currently, VANAP continues the growth process as it strives for excellence and obtained accreditation for the PBNR and TTP programs from the Commission on Collegiate Nursing Education (CCNE) in December 2014.

Phase I-VANAP Program: Junior OUHSC CON Students and Phase III: Senior OUHSC CON Students

Participants within the VANAP program can either be self-selected or appointed. Prior to beginning of the junior semester of the baccalaureate program at the OUHSC CON, students are given the opportunity to self-select to participate in the VANAP program. In the event VANAP student cohort positions have not been filled, clinical sites are assigned by OUHSC CON faculty to fill the VANAP positions. VANAP students complete all clinical rotations at the VAHCS, with the exception of obstetrics and pediatrics.

Students may elect to participate in the two-year program. Junior students are offered the opportunity to choose the VAHCS as their 1st, 2nd, or 3rd choice for a clinical site. If they select VAHCS as #1, they are automatically put into the VANAP cohort. If there are not enough students who select the VAHCS as their first choice to fulfill the 20-student cohort then the course coordinator will begin to place students in the VANAP cohort who chose the VAHCS as #2 or #3 option and so forth until 20 are placed.

Phase II-Extern Program: Veterans Affairs Learning Opportunities Residency (VALOR) Extern Program
The VALOR / Extern Program was established in 2008 by HTM and VA Central Office (VACO) and provides opportunities for outstanding students to develop competencies in the clinical nursing setting while “Caring for America’s Heroes”. The program offers participants a variety of learning opportunities including didactic/classroom experiences, simulation, introduction to Evidence Based Practice in relationship to clinical practice, and a competency-based clinical experience with a qualified preceptor. The VALOR program consists of 800 hours. The first 400 hours are ten-week summer program that starts shortly after the end of the academic year and the remaining 400 hours are completed from October to the following May.

REQUIREMENTS TO APPLY FOR THE VALOR EXTERN PROGRAM:

- Successful completion of Junior year in an Accreditation Commission for Education in Nursing (ACEN; formerly known as National League for Nursing Accreditations Commission/NLNAC) or CCNE accredited BSN program
- Must be able to complete 400 hours in the summer (40 hours/week for 10 consecutive weeks and 400 hours from Oct-May)
- 3.0 GPA or above
- Be a U.S. citizen and meet physical examination standards at the time of entry in the VALOR/Extern Program
- Motivated to learn

APPLICATION CYCLE:

- March 1st through March 31st

APPLICATION PACKAGE (Submit to the Oklahoma City VAHCS Nurse Recruiter):

- Personal Cover Letter
- Unofficial transcript from all colleges attended
- Application for Associated Health Occupations (VA Form 10-2850c)
- Declaration for Federal Employment (Optional Form 306)
- 2 Reference Letters (1 must be from a Junior Clinical Instructor)

Phase IV-New RN Graduates Programs: Track I-Post-Baccalaureate Nurse Residency (PBNR), Track II-Transition to Practice (TTP) Program, and Track III-VAHCS Program

Mission Statement
The mission of the PBNR and the TTP programs is to provide the PBNR resident and TTP participant with a program that facilitates the delivery of safe high quality patient care and supports the development of leadership skills and professional behavior.

Purpose
The purpose of the PBNR and TTP programs is to support the new graduate nurse’s growth and development in their transition from novice to professional practice (Benner, 2001) while increasing the recruitment of baccalaureate prepared registered nurses and impacting the retention of nurses within the facility.

Program
The PBNR and TTP programs offer an experiential learning environment and a comprehensive curriculum that is intended to guide a graduate nurse through their “Transition to Professional Practice”. The PBNR and TTP programs are divided into two tiers, with:

Track I: Post-Baccalaureate Nurse Residency Program (PBNR) is under the auspices of the OAA

- Program Entry occurs mid-August
- The PBNR program entry level is limited to Baccalaureate graduates.
- 12-month didactics and experiential learning residency similar to other health professions residency program.
- OAA will provide approved VA facilities with trainee stipends and the employer’s portion of Federal Insurance Contribution Act (FICA) contributions and health and life insurance contributions.
- Resident is a trainee and not an employee with 100% protected time during the full year of the program.
- BSN Preceptor
- Curriculum is comprised of a variety of learning opportunities including didactic, web-based, and simulation training in accordance with the Commission on Collegiate Nursing Education (CCNE) Post Baccalaureate Nurse Resident Program Standards
- Evidenced Based Practice Project that is presented at the Annual Partners for Quality Research and Evidenced Based Practice Conference.
- Upon completion of this program, residents/participants will receive a Program Completion Certificate.

Track II: Transition to Practice Program (TTP) is structured under the auspices of the Office of Nursing Services (ONS).

- Program Entry Variable (Baccalaureate Degree who are in their first role in nursing)
  - Additionally, those Baccalaureate Degree nurses with less than 12 months experience and are not in their first nursing role and/or all Associate Degree newly graduated nurses and those with less than 12 months of experience will participate in Track III-VAHCS.
- 12 month experiential learning environment that is allocated varied protected time dependent on the area in which you are hired.
- TTP participant is an employee of the VAHCS.
• BSN Preceptor
• Curriculum is comprised of a variety of learning opportunities including didactic, web-based, and simulation training in accordance with the Commission on Collegiate Nursing Education (CCNE) Post Baccalaureate Nurse Resident Program Standards
• Evidenced Based Practice Project that is presented at the Partners for Quality Research and Evidenced Based Practice Conference.

APPLICATION CYCLE AND PROCESS (Submit to Oklahoma City VAHCS Nurse Recruiter):

Track I: Post-Baccalaureate Nurse Residency Program (PBNR)

APPLICATION CYCLE:
• March 1st through 31st

APPLICATION PACKAGE:
• Cover Letter demonstrating interest within the program
• Application for Health Professions Trainees (VA Form 10-2850d)
• Declaration for Federal Employment (Optional Form 306)
• Transcripts from all University Attended
• 3 Reference Letters (1 must be from a Junior Clinical Instructor)

Track II: Transition to Practice (TTP) – Baccalaureate Program & Track III: VAHCS- Baccalaureate & ADN
There is no formal application cycle for those interested in the TTP. You can begin the application process by providing the Oklahoma City VAHCS Nurse Recruiter with a resume and transcripts via mail or email.

Student Nurse Technician (SNT) Program
This Nursing Services Program is intended to provide nursing students an opportunity to develop skills that will benefit them in their professional growth and development. The Student Nurse Technician (SNT) provides direct patient care under the supervision of a professional nurse. SNT’s can perform a range of nurse care equivalent to a Nursing Assistant while being given the opportunity to experience a multitude of acute care settings within the facility.

Program Benefits include:
• Opportunity to work in a variety of patient care settings
• Ability to provide patient care, while observing RN’s working in their role.
• Enhance interpersonal and communication skills
• Increased Confidence performing basic skills
• Flexibility with scheduling to work with academic program
- Competitive pay scale.

**QUALIFICATIONS:**
- Successful completion of one’s first semester in an accredited nursing program (NLNAC or CCNE)
- U. S. Citizenship
- Able to work at least four hours in a 2 week pay period
- Meets physical standards required by the facility upon entry to the program
- Holds AHA BLS Health Care Provider Certification
- Ability to complete a two week orientation process over Christmas Break and/or Summer
- Motivated to learn

**APPLICATION CYCLE:**
Applications will be accepted:
- October 1st through 31st to complete the Christmas Break Orientation
- March 1st through March 31st to start in May

**APPLICATION PACKAGE (Submit to the OKCVAHCS Nurse Recruiter):**
- Personal Cover Letter
- Unofficial transcript from all colleges attended
- [Application for Associated Health Occupations](#) (VA Form 10-2850c)
- [Declaration for Federal Employment](#) (Optional Form 306)
- 2 Reference Letters (1 must be from a Junior Clinical Instructor)

**Oklahoma City VA Health Care System**  
**Attn: Nurse Recruiter**  
921 N.E. 13th Street  
Oklahoma City, OK 73104