



UNITED HOSPITAL CENTER

UHC's Enhanced Training Program for Nurses featured on ANCC website

BRIDGEPORT, W.Va. — An enhanced and expanded transition to practice program for nurses at [WVU Medicine United Hospital Center](#) (UHC) has improved patient care and job satisfaction and retention among recent nurse graduates who are involved in their first clinical experiences.

A case study of the initiative, written by Leslie Perine, M.S.N., R.N., N.P.D.-B.C., director for Nursing Professional Practice and Education for the WVU Health System, and titled “Transforming Nurse Transition to Practice at WVU Medicine United Hospital Center,” is featured on the American Nurses Credentialing Center (ANCC) website within its [Practice Transition Accreditation Program®](#) (PTAP) section.

The case study outlines the transition from a four-week transition to practice program at UHC to a six-month program closely aligned with ANCC PTAP standards.

“The primary challenge faced by UHC was the need to improve the clinical skills and readiness of new graduate nurses,” Perine wrote. “The existing four-week bridge program was insufficient, especially for graduates who lacked the necessary clinical experience. The COVID-19 pandemic further exacerbated this issue, as many graduates had limited clinical exposure during their training.”

To address these challenges, UHC expanded the bridge program to a more intensive nurse residency program that remained focused on the transition from an academic to clinical setting.

The new program would last six months, incorporating both classroom and clinical instruction, including an instructor-led clinical component that focused on foundational nursing skills. The program also added monthly sessions for professional development and emotional support, covering topics like emotional intelligence, teamwork and civility, and leadership at the bedside.

During the transition, UHC pursued accreditation from the ANCC and achieved it in 2024.

The outcomes of the program proved to be “highly positive,” according to Perine and included improved retention rates for new graduate nurses, positive feedback from nurses who said they felt more supported and prepared for their roles, and an ongoing

commitment from leadership who will continue to maintain and improve the program with regular updates and continuous learning.

“Through strategic expansion, strong leadership support, and a commitment to continuous improvement, UHC has successfully enhanced the readiness and retention of new graduate nurses, ultimately improving patient care and outcomes,” Perine said.

— WVU MEDICINE —

Media Inquiries:

Matt Chisler, United Hospital Center Director of Public Relations, 681-342-1611



Leslie Perine, M.S.N., R.N., N.P.D.-B.C.

WVU Health System Director for Nursing Professional Practice and Education

About WVU Medicine United Hospital Center

United Hospital Center (UHC) is the result of a merger between St. Mary's and Union Protestant hospitals in 1970. This bold move provides North Central West Virginia with a regional community hospital that offers a vast array of services. The current UHC opened in 2010 and is located along I-79 in Bridgeport. The 736,403 square foot structure rises eight stories. It is designed around the environment with patients, family, employees, and community in mind, which includes enhanced patient privacy, a high level of technological integration, and improved access to care. The acute care facility has 292 private inpatient rooms and a medical staff that consists of more than 366 physicians, advanced practice providers, and allied health professionals. UHC has more

than 2,613 employees and is a member of WVU Medicine (West Virginia United Health System). For more information about UHC, please visit UHCWV.org.