

The Practice Transition Accreditation Program®

VALUE CASE TOOLKIT

Building the Strategic and Financial Case for Seeking Accreditation

ANCC International



Table of Contents

3	Practice Transition Accreditation Program® Overview
4	PTAP Framework
5	What PTAP organizations are saying about PTAP
8	Accreditation Timeline
9	Elevator Speech
10	Executive Summary
12	Infographic
13	Resources
14	References

PTAP Overview

The American Nursing Credentialing Center (ANCC) Practice Transition Accreditation Program® provides an evidence-based framework for residency and fellowship programs that transition registered nurses (RNs) to new practice settings. The PTAP framework facilitates the creation and improvement of structures and processes for nursing transitioning to new practice settings by creating robust and comprehensive programs.

PTAP accredited programs for:

- RN Residencies for nurses with less than 12 months' experience
- RN Fellowships for experienced nurses to master new clinical settings

PTAP accreditation is adaptable and inclusive, recognizing programs across a wide range of organizational sizes and practice settings. PTAP standards are designed to be flexible and applicable to diverse environments.

BENEFITS FOR ORGANIZATIONS:

- **Alignment with National Standards:** PTAP aligns with the Institute of Medicine's F*uture of Nursing: Leading Change, Advancing Health* recommendations and integrates national competencies, providing a validated framework to ensure transition programs meet national standards.
- **Utilizes Evidence-based Criteria:** PTAP helps organizations create robust, evidence-based programs that support nurses transitioning into new roles or settings, enhancing overall program quality.
- **Recognition of Excellence:** Accreditation serves as a public demonstration of a hospital or healthcare organization's commitment to nursing excellence and quality patient care.
- **Enhanced Recruitment and Retention:** Accredited programs demonstrate higher retention rates among new graduate and transitioning nurses by signaling a strong commitment to professional development and nursing excellence, which in turn reduces costly turnover.
- **Alignment with Magnet® and Pathway to Excellence®:** PTAP accreditation complements Magnet and Pathway by strengthening nursing practice and professional development structures.
- **Increased Job Satisfaction:** Nurses report higher satisfaction with PTAP-accredited programs due to the supportive environment and clear expectations.
- **Alignment with National Standards:** PTAP aligns with the Institute of Medicine's F*uture of Nursing: Leading Change, Advancing Health* recommendations and integrates national competencies, providing a validated framework to ensure transition programs meet national standards.
- **Utilizes Evidence-based Criteria:** PTAP helps organizations create robust, evidence-based programs that support nurses transitioning into new roles or settings, enhancing overall

BENEFITS FOR NURSES

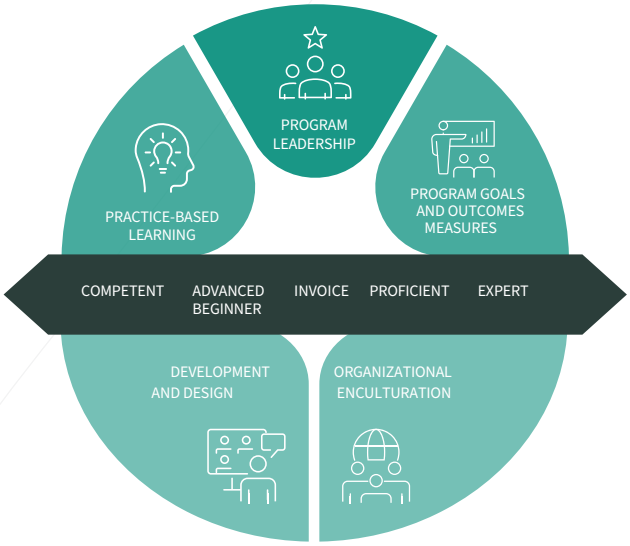
- **Smoother Transition to Practice:** Provides clear guidance, mentorship, and accelerated competence and confidence, for newly licensed nurses or experienced nurses adapting to new clinical settings.
- **Professional Development:** Promotes lifelong learning, reflection, and leadership skills aligned with Benner's Novice to Expert model.

BENEFITS FOR PATIENTS

- **Safer, higher-quality care:** PTAP-accredited programs give new nurses structured support and preceptor guidance, closing knowledge gaps and improving clinical reasoning for better patient safety and care quality.
- **Consistent, competent practice:** Accreditation ensures rigorous, evidence-based standards that boost nurse competency, teamwork, and judgment—leading to fewer errors and better outcomes across all care settings.

PTAP framework

The ANCC Practice Transition Accreditation Program® (PTAP) model, grounded in Benner's Novice-to-Expert framework, guides nurses from entry-level competence toward proficiency and expertise. Its five domains provide a structured, evidence-based foundation that expands knowledge, skills, and attitudes, supporting safe, confident transitions into practice and driving excellence in patient care.



- **Program leadership** refers to the oversight of development, design, implementation, and evaluation of the program by the Program Director and other key stakeholders.
- **Program goals and outcome measures** refer to quantitative and qualitative measures of the overall impact of the program in alignment with program goals.
- **Organizational enculturation** refers to the processes by which learners are assimilated into the culture, practices, and values of an organization and nursing profession.
- **Development and design** refers to the processes of establishing an infrastructure for the program that focuses on competency requirements, curriculum development, and educational design.
- **Practice-based learning** refers to the learning that takes place in the practice setting(s) under the guidance of preceptors, mentors, and/or other experienced health care professionals. These learning opportunities are designed to facilitate competence in the standards of practice and professional performance of the learner.

What are PTAP organizations saying?

The ANCC Practice Transition Accreditation Program® continues to demonstrate measurable value and strong satisfaction among accredited organizations. Feedback from the 2025 Annual Report and the 2024 External Customer Satisfaction Survey highlights the program's impact on workforce stability, professional development, and nursing excellence.

PROGRAM REACH AND IMPACT

- As of September 2025, 295 programs (276 RN residencies, 19 RN fellowships) are accredited across 1,060 sites.
- Average cohort length: 11.3 months for residences and 9.4 months for fellowships.
- Retention rates remain strong: 12-month retention of 87.1% for residencies and 89.5% for fellowships, reflecting year-over-year.

PTAP recognition positions organizations as employers of choice and enhances the overall transition-to-practice experience.

ORGANIZATIONAL BENEFITS

- 99% of customers report being very satisfied with PTAP customer service; 98% would highly recommend accreditation. (2024 Customer Satisfaction Survey)
- Accreditation strengthens collaboration, elevates nursing's visibility with executive leadership, and strengthens interprofessional partnerships.
- Sustained financial and leadership support ensures long-term program success.
- PTAP principles are embedded into onboarding and education, reinforcing evidencebased practices.

KEY VALUE DRIVERS

Credibility & Recognition: Validates program quality and enhances organizational reputation.

Workforce Stability: Structured support, mentorship, and clear expectations help attract and retain high-performing nurses.

Quality & Standardization: Creates a consistent, evidence-based framework for onboarding and transition-to-practice programs.

Professional Development: Builds nurse confidence and competence, aligned with Benner's Novice to Expert model.

Customer Support: PTAP team is widely recognized for responsiveness and expert guidance.

IMPACT ON JOB SATISFACTION

PTAP organizations report stronger morale, increased engagement, and a culture of excellence supported by:

- Structured onboarding, mentorship, and resources that help nurses feel valued.
- Structured pathways for competency development that boost confidence and engagement. A sense of professional pride and organizational loyalty.
- Support for wellness and resilience through a culture grounded in excellence.

CONTINUOUS IMPROVEMENT

- PTAP serves as a benchmark for quality, supporting ongoing organizational learning and sustainability.
- Accreditation validates program quality, provides national recognition, and reinforces a stable, well-prepared nursing workforce.
- Successful programs emphasize early team engagement, leadership involvement, and active use of ANCC resources.
- PTAP is viewed as a strategic investment that advances nursing excellence and long-term organizational success.

Accreditation Timeline



PREPARATION PHASE (VARIABLE)

- Timeframe depends on gap analysis findings and the organization's readiness to meet PTAP standards.

APPLICATION SUBMISSION → SELF-STUDY SUBMISSION (APPROX. 4 MONTHS)

- Includes documentation preparation, submission, and review.

SELF-STUDY SUBMISSION → APPRAISAL REVIEW (APPROX. 4–6 MONTHS)

- Appraisal review includes evaluation of self-study, learner survey, and virtual visit.



Elevator Speech

PTAP accreditation is a strategic investment that sets the global standard for nurse residency and fellowship programs. It demonstrates our commitment to supporting nurses as they transition into practice, building confidence, competence, and long-term retention. PTAP accredited programs deliver higher nurse satisfaction, lower turnover, and better patient outcomes, resulting in cost savings and stronger organizational performance. By aligning with Magnet® and Pathway to Excellence®, PTAP positions us as a leader in nursing excellence and a top destination for nursing talent. The return on investment is cultural, clinical, and financial, let us lead the way in creating a workforce that stays, grows, and delivers exceptional care.

Executive Summary

The ANCC Practice Transition Accreditation Program® (PTAP) continues to demonstrate measurable value and strong satisfaction among accredited organizations. Feedback from the 2025 Annual Report and the 2024 External Customer Satisfaction Survey highlights the program's impact on workforce stability, professional development, and nursing excellence.

PURPOSE

Building upon the evidence based ANCC PTAP framework, this proposal highlights the benefits and organizational impact of pursuing accreditation. This executive summary outlines the strategic value and organizational benefits of pursuing the Practice Transition Accreditation Program® (PTAP), developed by the American Nurses Credentialing Center (ANCC).

BACKGROUND

PTAP provides a globally recognized framework for developing and sustaining high-quality transition-to-practice programs for nurses. It supports both newly licensed registered nurses (RNs) and experienced nurses entering new clinical roles through residency and fellowship models. The program is grounded in evidence-based standards and aligns with global priorities for nursing workforce development, nursing excellence, and promoting nurses' confidence, competence, and retention.

BENEFITS FOR THE ORGANIZATION



Global Recognition:
Accreditation distinguishes our organization as a premier employer for nurses committed to lifelong learning and professional growth.



Financial and Operational Impact:
Reduced turnover and onboarding costs result in measurable savings and increased workforce stability.



Improved Recruitment and Retention:
Accredited programs attract top nursing talent and reduce costly turnover by enhancing satisfaction and professional support.



Alignment with National Standards: PTAP aligns with the Institute of Medicine's *Future of Nursing: Leading Change, Advancing Health* recommendations and integrates national competencies, providing a validated framework to ensure transition programs meet national standards.



Alignment with Magnet® and Pathway to Excellence®:

PTAP complements Magnet and Pathway by strengthening nursing practice and professional development structures, reinforcing our reputation for quality and innovation.

RECOMMENDATION

It is recommended that our organization pursue PTAP accreditation to strengthen its nurse transition programs, align with national best practices, and support workforce sustainability.

CONCLUSION

PTAP accreditation represents a strategic investment in nursing development, patient care quality, and organizational resilience. By adopting this framework, the organization can ensure its transition programs are both effective and nationally recognized.

Journey to PTAP Accreditation

PURPOSE OF PTAP

To recognize organizations for excellence in nurse transition through structured residency or fellowship programs.

BENEFITS OF PTAP

- Enhances nurse retention and satisfaction
- Improves patient outcomes and safety
- Strengthens organizational reputation and culture of excellence

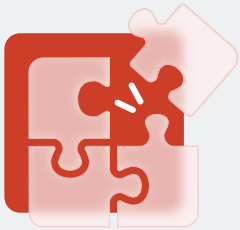
PHASE 1

READINESS & COMMITMENT

- Secure leadership buy-in and allocate necessary resources
- Review the ANCC 2024 PTAP Application Manual and confirm eligibility
- Access the Getting Started Guide for accreditation guidance
- Conduct a gap analysis to identify areas for improvement
- Consider attending a PTAP Introductory Workshop



PHASE 2



PLANNING & INFRASTRUCTURE

- Assign a Program Director and define key stakeholder roles
- Develop a project timeline and budget
- Educate team on PTAP requirements and expectations

PHASE 3

PROGRAM DEVELOPMENT

- Align the residency or fellowship program with ANCC PTAP standards:
  - » Program Leadership
  - » Program Goals and Outcome Measures
  - » Organizational Enculturation
  - » Development & Design
  - » Practice-Based Learning
- Create structures and processes for each standard
- Engage stakeholders across departments
- Build faculty, preceptor, and mentor support systems



PHASE 4



IMPLEMENTATION

- Launch the residency or fellowship program
- Collect baseline and ongoing data and feedback
- Monitor and adjust the program continuously for improvement

PHASE 5

APPLICATION & SELF STUDY PREPARATION

- Submit an application to ANCC PTAP & APPFA team once program meets eligibility requirements
- Compile evidence and documentation for the self study
- Write self study narratives aligned with PTAP standards
- Have team read and edit self study document



PHASE 6



SUBMISSION & APPRAISAL REVIEW

- Submit the self study to ANCC PTAP & APPFA team
- Respond to clarifications or requests
- Complete the learner survey (required)
- Prepare for and host the virtual site visit

PHASE 7

ACCREDITATION DECISIONS & NEXT STEPS

- Host ANCC PTAP decision call
- Celebrate and communicate the achievement
- Maintain compliance and pursue continuous improvement
- Begin planning for reaccreditation



Resources

2024 PTAP Application Manual

Gap Analysis Tool

Cost Estimator Tool

ANCC PTAP Investment Fees Information

About the application process

Case studies

References

Conklin, S., DeMelis, K., Di Bari, J., Mahler, E., Mascuch, A., Pfeiffer, M., Triolo, M. & Williams, L. (2025). Navigating New Graduate RN Retention: Stemming the Tide of Turnover in an Acute Care Setting. ***Nursing Economics, 43(5)***, 239-249. https://doi.org/10.62116/NEC.2025.43.5.239

Cosme, S. (2023). Transition to practice accreditation: Raising the bar in nursing excellence. ***The Journal of Continuing Education in Nursing, 54***(3), 101-103. https://doi.org/10.3928/00220124-20230214-02

Failla, K. R., Ecoff, L., Stichler, J. F., & Pelletier, L. R. (2021). A 1-year accredited nurse residency program's effect on intent to leave. JONA: ***The Journal of Nursing Administration, 51***(12), 606-613. https://doi.org/10.1097/NNA.0000000000001082

Halfer, D., & Benedetto, C. (2020). Evolution of a newly licensed RN transition-to-practice program: theory and development supporting accreditation. ***JONA: The Journal of Nursing Administration, 50***(1), 28-33. https://doi.org/10.1097/NNA.0000000000000835

Miller, C. M., Meyer, K., Riemann, L. A., Carter, B. T., & Brant, J. M. (2023). Transition into practice: outcomes of a nurse residency program. ***The Journal of Continuing Education in Nursing, 54***(1), 3239. https://doi.org/10.3928/00220124-20221207-08

Sampson, M., Knupp, A., Chignolli, H., Dhakal, K., Bulkowski, K., Perdue, J., Warren, S., & Zellefrow, C. (2024). Strategies for incorporating evidence-based practice into nurse residency programs: A scoping review. ***Worldviews on Evidence-Based Nursing, 21***(4), 407-414. https://doi.org/10.1111/wvn.12720

Trepanier, S., Ogilvie, L., & Yoder-Wise, P. S. (2023). The impact of accreditation on nursing transition into practice residency programs. ***Nurse Leader, 21***(3), 349-354. https://doi.org/10.1016/j.mnl.2023.01.004

Tyndall, D. E., Firnhaber, G. C., & Scott, E. S. (2018). The Impact of New Graduate Nurse Transition Programs on Competency Development and Patient Safety: An Integrative Review. ***Advances in Nursing Science, 41***(4), E26–E52. https://doi.org/10.1097/ANS.0000000000000217

Weller-Newton, J. M., Murray, M., Phillips, C., Laging, B., & McGillion, A. (2022). Transition to practice programs in nursing: A rapid review. ***The Journal of Continuing Education in Nursing, 53***(10), 442-450. https://doi.org/10.3928/00220124-20220907-05

White, M., Cosme, S., & Drown, S. (2021). Revisiting the impact of accreditation on transition to practice programs: Findings from a replication analysis. ***The Journal of Continuing Education in Nursing, 52***(11), 525-533. https://doi.org/10.3928/00220124-20211008-08

Contact: **ancc.international-middleeast@ana.org**

Copyright American Nurses Credentialing Center 2026