WHEN IS THE PROGRAM OFFERED?
The LPN Transition to Practice Program is offered three times a year:

- **Winter**
  Positions posted in November
- **Summer**
  Positions posted in April

HOW TO APPLY
Applicants apply to the program online through Work at Vanderbilt University Medical Center (click for direct access if viewing online) accessible at VanderbiltNursing.com under the “Career Center” tab. Search Work at Vanderbilt during posting months using keyword search: Graduate Practical Nurse

Candidates will interview and be hired by managers of the specific areas where they will be working. Those areas are primarily outpatient clinics at various Vanderbilt University Medical Center locations. Participants in this program are full time, paid employees and eligible to receive benefits as well as time off accrued through Vanderbilt’s Paid Time Off (PTO) program.

QUESTIONS?
Please email: GPN@vanderbilt.edu

For additional information, please contact:
**Tracey Fargo, BSN, RN**
NRP Talent Acquisition Coordinator
Tracey.Fargo@Vanderbilt.edu

**Mamie Williams, MPH, MSN, FNP-BC**
Program Lead,
LPN Transition to Practice Program
Director, Safe Patient Handling
Mamie.G.Williams@Vanderbilt.edu
ABOUT OUR PROGRAM
Vanderbilt University Medical Center’s Licensed Practical Nurse Transition to Practice Program is designed to support novice LPN’s as they transition from the student role to the role of a competently practicing nurse. The year-long program focuses on development of clinical, patient safety, and communication skills, as well as other competencies essential to successful LPN practice.

Development is supported through both classroom and clinical experiences along with ongoing coaching and support.

VanderbiltNursing.com

PROGRAM OBJECTIVES
- Provide an orientation program customized to meet the needs of LPN’s who are new to practice.
- Support the development of novice LPN’s as they transition from novice to competent practice.
- Provide a structure for LPN’s as they advance their practice to higher levels or proficiency.
- Increase LPN satisfaction and retention.

WHO IS ELIGIBLE FOR THE LPN TRANSITION TO PRACTICE PROGRAM?
- Less than one year work experience as an LPN
- Graduate of an accredited LPN program and licensed in the state of TN
- Commitment to participate in a year-long program
- Motivated and self-directed learner

WHAT HAPPENS AFTER THE PROGRAM?
While the program ends at the end of a year, our hope is that our participants will continue their employment at Vanderbilt for a long time to come.

Vanderbilt is a great place to further develop your skills and knowledge and continue to be part of a team that delivers excellent care to our patients and families.