

Nurse Residency Program

NCH Healthcare System is proud to offer a Nurse Residency Program to help you navigate your role as a graduate or new to acute care nurse. We are committed to helping you stay on course to deliver safe, effective, quality patient care as you onboard into the clinical setting as a healthcare professional.

We will guide your transition to professional practice by supporting your orientation and ongoing professional development needs. Throughout the one year program you will focus on delegation and time management, nursing quality and safety, skill development, stress management, research and evidence-based practice, ethical decision making, and communication and conflict management skills.

Program Highlights

Nurses hired into the residency program are full-time employees who are eased into the role of professional nurse through didactic learning sessions and hands-on clinical training, all under the guidance and support of our professional nursing staff and nursing education specialists.

Additionally, our Nurse Residents benefit from:

- Experienced preceptors in all clinical areas who provide support and guidance
- The knowledge and expertise provided by our NCH experts
- Focused training at the department level

Our Nurse Residency Program offers track options to allow nurse residents to work in areas that match their interests and career goals.

- Adult Medical/Surgical
- Adult Orthopedics
- Adult Neurology
- Adult Cardiac
- Adult Oncology
- Adult Behavioral Health
- Adult Rehabilitative Health

2020 Nurse Residency Upcoming Application/Start Dates

| | Group 1 | Group 2 | Group 3 | Group 4 | Group 5 | Group 6 |
|-------------------------|-------------------|------------|----------|---------|--------------|--------------|
| Position Posting | November 18, 2019 | January 20 | March 23 | May 11 | July 6 | September 14 |
| Interview Date | December 6, 2019 | February 7 | April 3 | May 29 | July 24 | October 2 |
| Start Date | January 20 | March 23 | May 11 | July 6 | September 14 | November 9 |

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FREQUENTLY ASKED QUESTIONS

Q. What is the NCH Nurse Residency Program

The NCH Nurse Residency Program is an evidenced-based program designed for new graduate nurses and nurses with less than one year acute care experience.

Q. What is the goal of the NCH Nurse Residency Program?

A. The goal of the NCH Nurse Residency Program is to ensure the successful transition of the new to acute care practice RN as evidenced by increased confidence, competence, job satisfaction, engagement and enhanced ability to apply critical thinking to clinical practice.

Q. How long is the program?

A. The program duration is one-year. The first 12 weeks of the program will be an orientation period where you will follow your assigned preceptor's schedule. You will also attend weekly classes during the first six weeks of the program and on a quarterly basis throughout the first year. *Participation in these classes is mandatory.*

Q. How often do you offer the program

A. The Nurse Residency Program is offered 6 times year:

Q. When will you begin hiring for these positions?

A. Start dates for the program are:

- January 20, March 23, May 11, July 6, September 14 and November 9

Q. Where do I find available positions and how do I apply?

A. All applications must be submitted through our online system for consideration. Available Residency positions will be posted on our website: www.NCHMD.org. Positions will be posted:

- November 18, 2019, January 20, March 23, May 11, July 6 and September 14, 2020

Q. What should I expect during the interview process?

A. You can expect a panel interview method. The interview team is composed nurse managers from various nursing units.

Q. Do I need to have passed the NCLEX to start?

A. Yes.

Q. What shifts are available?

A. Shifts are determined based on the availability and need of the nursing units. *You are not guaranteed a specific shift.*

Q. Will I be paid as a Resident and will I be eligible for benefits?

A. Yes, as a Resident you will earn an hourly rate beginning the first day of your employment. You will be hired as a full-time, benefits eligible employee.

Q. What units and campus are Nurse Residents placed on?

A. Cardiac, Medical/Surgical, Orthopedics, Neuro, Oncology, Behavioral Health and Acute Care Rehab units on both the Downtown Baker and North Naples Campus.

Q. Am I guaranteed a specific unit or unit location?

A. Once an offer is extended you will be hired to a specific campus and unit.

Q. Do you offer tuition reimbursement?

A. Yes, after successful completion of your 90 day evaluation you are eligible for education assistance.

Q. Who is eligible for the program?

A. Any new nurse who meets the following criteria:

- Is someone who has graduated from their associates or baccalaureate nursing program within the last year and has an active Florida license and who;
- Has worked less than one year as a registered nurse
- **OR** a registered nurse with less than one year acute care experience.

Q. Do I need to have a BSN to apply to the program?

A. A BSN degree is preferred but not required.

Q. How many nurses will be hired?

A. The number of nurse residents accepted to the program depends on the staffing needs of the organization.

Q. Who can I contact with further questions about the program?

A. The contact person for the program is:

- Sarah Wu, MSN, RN-BC Clinical Educator
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