New Graduate Nursing Residency Program – 2011

Adventist Midwest Health is offering a New Graduate RN Residency Program to transition new graduate nurses from the role of student to professional nurse. All new nursing graduates hired at Adventist Midwest Health in the Medical/Surgical nursing units are required to participate in the New Graduate RN Residency Program.

Frequently Asked Questions

How do I apply to the New Graduate Nursing Residency Program? The position will be posted until January 14, 2011 at www.keepingyouwell.com, under Careers, Adventist Hinsdale Hospital, New Graduate RN Residency Program. No emailed resumes will be considered.

When does the program begin? Our program is scheduled to start in February/March 2011. All new graduates in the residency program will have the same start date and orientation. The residency program will be one year in length, with an additional two year employment commitment.

Do I need to have taken the NCLEX before I start the New Graduate Residency Program? Yes, all hires must have successfully passed NCLEX before the program begins. Because of the limited timeframe, if a candidate does not pass NCLEX, they will not be eligible for the March 2011 New Graduate RN Residency Program cohort.

What is the orientation timeframe? Regional orientation and hospital based orientation – 2 days; Regional and hospital specific clinical orientation – 2 days; Cerner/computer training – 4 days; unit-based orientation 8-12 weeks (unit specific)

What are the compensation and benefit packages associated with the Nurse Residency Program? All new graduate RN’s start at the same hourly rate of pay, and will receive the standard hospital benefit package including health, dental, vision, and life insurance; Paid Days Off; Tuition Reimbursement, and other benefits.

What is involved with the cohort programs?

- How long/often are the required Cohort programs? Each cohort meeting is 4 hours in length; the cohort meets a total of 15 times over the 12 month program year; the meetings are more frequent at the beginning of the program, with the frequency decreasing as the new graduate RNs progress through the program. Attendance is mandatory at every cohort program.

- Will my managers be flexible with my work schedule so I can attend the cohort programs? Each unit manager coordinates the new graduate RN work schedule to accommodate the cohort meetings.

- Will I get paid to attend the cohort programs? The cohort meetings are considered part of your work schedule for which each new grad RN is paid their hourly rate.

What is involved with the interview process? If selected, your first round interview will include a 45 minute behavioral based interview with our Regional Recruiter; a brief informational meeting with our New Graduate RN Educator; and a basic computer competency test. Then final candidates will be invited back to interview at our hospitals with the facility recruiter, hiring manager, and peer group. The entire interview process may take up to a month in length.

What do I need to bring with me if selected for an interview? Required documents including nursing transcripts or last grade report showing GPA, and two letters of recommendation – preferably one from a college instructor and a manager from a patient care position.
Will I be working an 8 or 12 hour shift? It depends on the department and hospital in which you will be working. Most of our Med/Surg departments are 12 hour shifts, so you will work either day shift or night shift (7am-7pm, or 7pm-7am). If selected for an 8 hour shift, you may work any or all 3 shifts (7am-3pm, 3pm-11pm, or 11pm-7am).

How many Med/Surg Units do you have? We are currently hiring for 3 different hospitals with several Med/Surg Units.

What is required of the two year commitment contract? Because we are offering an 8-12 week unit orientation with trained preceptors and approximately 60 hours of coaching, mentoring, and training throughout the first year, all selected candidates will be required to sign a two year commitment contract. This contract will have an educational repayment if for some reason a new graduate employee is unable to continue employment with Adventist for at least one year after the New Graduate RN Residency Program is completed.

What key qualifications are you looking for in a New Graduate Residency candidate? At this time, we are only highly considering December 2010 BSN graduates. Adventist Hinsdale Hospital is only considering BSN or MSN candidates. We may consider May 2010 BSN graduates. We will be looking for qualified candidates who possess a competitive GPA, hands on patient care/clinical experience, and other outside volunteer or association experience.

How many candidates are being selected for the May 2010 RN Residency Program? At this time, we anticipate the hiring up to 20 new graduate nurses to work in 3 of our hospitals. Approximately 50 candidates will be invited for first round interviews.

When will I be notified if I am selected for the program? All offers will be made in February. All offers are pending NCLEX results.

Will there be a waiting list for this program? We do plan on having a waiting list of candidates in the event a candidate does not pass NCLEX, or decides not to accept our offer. Candidates on the waiting list will not know if they will be placed in the cohort until a few weeks before hire, and must be flexible to work at any of our 3 hospitals.

Will I be notified either way if I am chosen for an interview? All candidates will be notified via email on their application status.

How will my participation in the Nurse Residency Program benefit me? Each new graduate RN in the residency program will be trained by mentors, experience classroom instruction, and participate in cohort meetings that will allow them to work in teams and discuss their overall understanding of the process and their experience. Our goal is to help in the development of new nurses as they transition from student to safe and competent practitioners. This residency program will provide better care to hospital patients, as nurses learn from each other and gain support from their peers. The nurses will be trained in the eight areas of competency based on Patricia Benner’s theory of novice to expert; prioritizing and organization, communication, safety, clinical reasoning, role socialization, delegation and supervision, research utilization, and specific area of practice.

Why is Adventist Midwest Health providing this program?
- 46% of new nurses leave their first job within 12 months.
- To assist new nurses as they move from an advanced beginner to safe, competent practitioner
- To facilitate reduction in patient errors –protect the public
- To minimize stress and burnout
- This is considered best practice (700+ hospitals nationwide provide similar programs)
- Increased retention
- Increase employee satisfaction which positively affects patient care