

Nurse Resident FAQs

- 1. How long is the Nurse Residency Program?** All new graduate nurses participate in a one-year “Transition to Practice” (TTP) residency, consisting of monthly seminars where you learn together and share your experiences. On your unit, you’ll have a one-on-one orientation with a dedicated preceptor. The time you spend in orientation can vary, but is typically about 12 weeks. On some units, there is an additional “protected time” where you may have a lighter patient assignment. Some new graduates participate in a “cohort” model in addition to TTP, coming on staff on the same day and participating in one-two weeks of shared learning to augment their on-unit orientation. Once you apply, you’ll be talking to our talent acquisition partners about the specifics of the program you’ll be in.
- 2. When are the Nurse Residency Program start dates?** This varies by program. Please see the drop downs or the box on this page for more.
- 3. Who is eligible for the Nurse Residency Program?** Nurse residency programs are designed for new nurses who graduated from nursing school within the last 12 months.
- 4. Can I apply for a Nurse Residency even if I haven't finished my nursing program?** Yes, you are eligible to apply when approaching your graduation date in your senior year! Our talent acquisition partners will work with you to make sure you complete all the requirements of the position prior to starting.
- 5. What if I haven't taken the NCLEX or do not yet have my results? Can I still be hired into the Nurse Residency Program?** You are invited to apply before you pass your NCLEX exam. You must pass your NCLEX and be licensed as an RN prior to your start date.
- 6. What kind of support and resources are available to nurse residents during the program?** We have many resources to ensure your success! This includes:
 - Your **Transition to Practice group facilitator** who will lead your monthly seminars
 - Your **dedicated on-unit preceptor**, who will be with you throughout your unit orientation period
 - Experienced nurses in a **unit educator role**, who are based right on your unit and will help you continue your learning beyond orientation
 - More than 20 of **nurse specialists** – highly skilled, experienced nurses who are resources on both general patient care and a wide variety of clinical specialties.

In addition, frontline clinical nurses serving in a **Nurse Fellow** role as part of our nurse recognition program provide on-unit expertise and consultation, and your experienced colleagues will be eager to partner with you in our formal **Mentorship Program** after your orientation, to help you continue to chart your own path of professional growth.

7. **What specialties or areas of nursing are included in the nurse residency program?** We have opportunities in the following specialties: general medical-surgical; critical care; emergency department; perioperative practice; ED; antepartum/postpartum; L and D; and a variety of medical and surgical specialty units. If you're interested in a particular area of practice, please be sure to mention this in your cover letter.

8. **How are candidates selected for participation in the nurse residency program?** We consider a variety of factors, including your educational path, clinical experience, and more. Please be sure your resume and cover letter highlight your strengths. Tell us about what you will bring to our extraordinary nursing team!