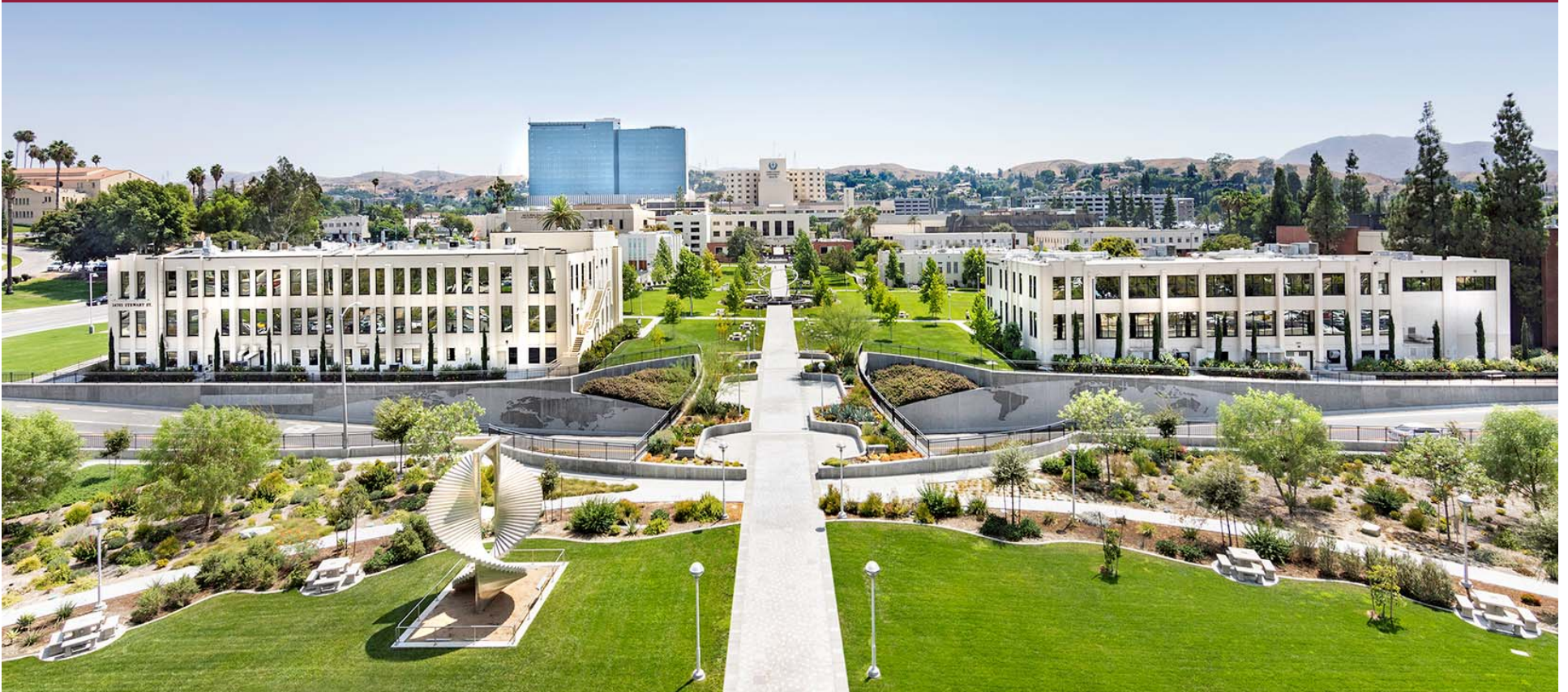


Loma Linda University Health Registered Nurse Residencies



LOMA LINDA UNIVERSITY
HEALTH

Many Strengths.
One Mission.

About LLUH

»Academic Medical Center

1. LLU Medical Ctr
2. LLUMC East Campus
3. LLUMC Surgical Hosp
4. LLU Children's Hospital
5. LLU Behavioral Med Ctr
6. LLUMC-Murrieta

»Physician practice corporation

»Ambulatory Clinics

»LLU

1. Medicine
2. Nursing
3. Allied Health
4. Behavioral Health
5. Religion
6. Pharmacy
7. Dentistry
8. Public Health

History of the Pediatric RN Residency at LLUCH

- » 1999 Pediatric RN Residency
 - ~ Original Residency developed at CHLA via grant funding
 - ~ 2000 LLUMC Children's Hospital became beta site
 - ~ Provide the RN Residency to hospitals and assist with implementation and evaluation of program
 - ~ Assist hospitals improve new grad clinical performance, retention and satisfaction
- » 2004 Versant (non-profit)
- » 2007 LLUMC created Pediatric RN Residency

LLUH Pediatric RN Residency

- » Loma Linda University Children's Hospital
- » Specialty Areas
 - ~ Acute Adolescent
 - ~ Acute Care Pediatrics
 - ~ Peds Hematology/Oncology/Stem Cell Transplant
 - ~ Total Care Birth Center
 - ~ NICU
 - ~ PICU
 - ~ Peds Intermediate/SDU
 - ~ Peds CTICU

Recruitment Process & Interview Process

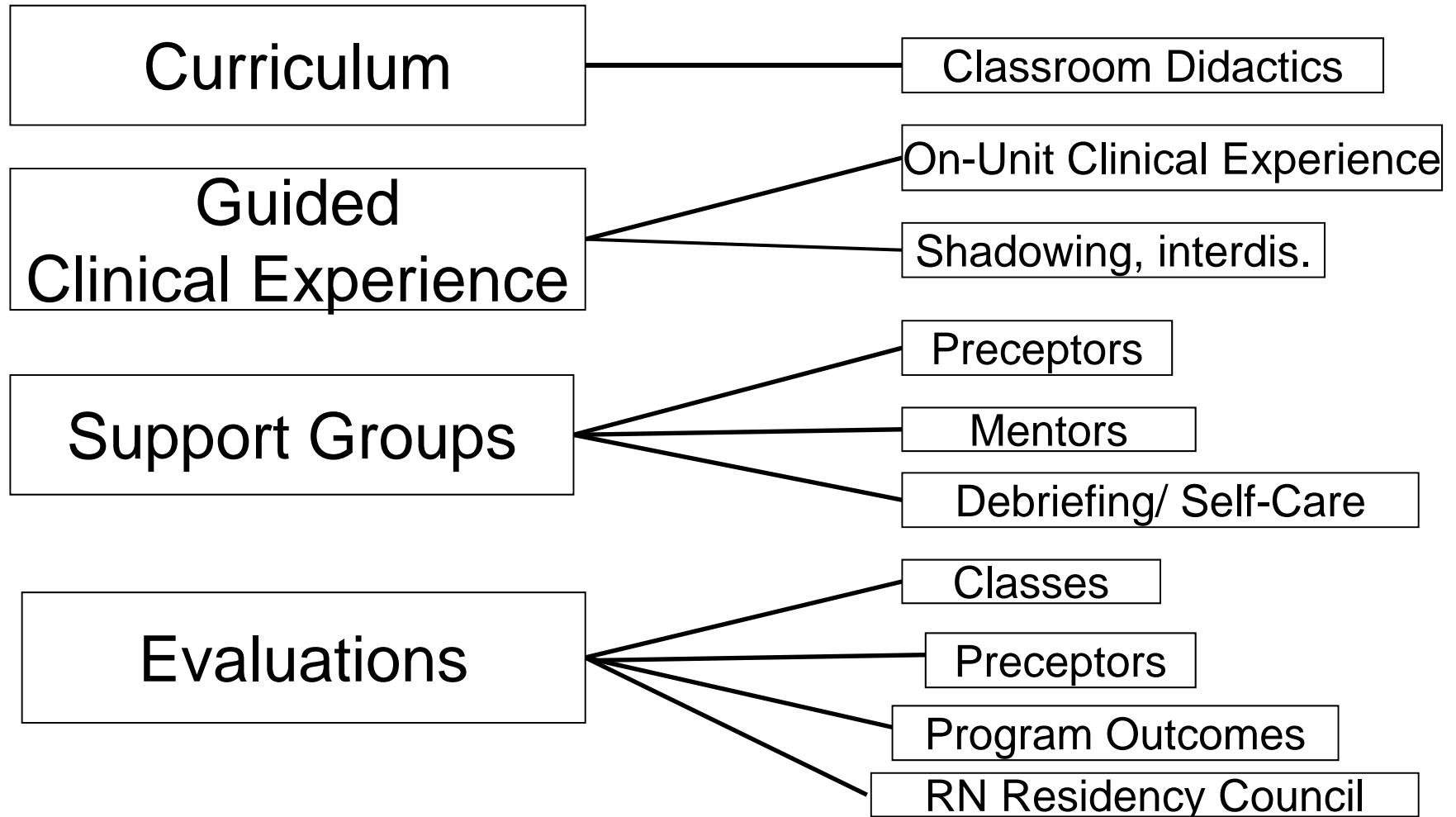
- » 300+ applications for each cohort
 - ~ 30 residents/cohort
 - ~ 2 cohorts/year
- » Applicants should have less than 6 months of RN work experience
- » HRM → departments
- » Interviewed by panel
 - ~ Unit managers, educator, director

Duration & Expectations of New Graduate Residency Program

- » 16 weeks, with up to 1 year follow up
- » Novice to advanced beginner by week 16

- » RN Residency Goals
 - » Support the transition from student to RN staff nurse.
 - » Increase commitment and retention
 - » Validate competence and confidence in provision of safe care to patients
 - » Create a culture of professionalism and support

Program Scope



Key Residency Personnel

» RN Preceptors

- ~ Selected by department administration
- ~ Hospital preceptor training
- ~ “Married” state with the assigned preceptor
 - 1 – 2 back up preceptors

» Mentor

- ~ From the unit – administrative or senior staff
- ~ Selected by resident

» Debriefers

- ~ From different work area or profession
- ~ Facilitate Self-care Sessions - forum to discuss significant issues encountered during work

RN Residency Council

- » Members
- » Program evaluations
 - ~ Residents
 - ~ Clinical departments
- » Program development & modification



Versant 2005

Program Benefits & Retention

- » Extended clinical time → increased confidence
 - » Networking, relationship development
 - » Provided support when it was needed
 - » Provided skills in dealing with the stress of nursing
-
- » Retention - About 3 years retention post-graduation

Areas for Improvement

- » Preceptor development
 - ~ additional resources for preceptors
- » Resident feedback:
 - ~ Information overload in 8-hr classes
 - ~ More hands-on skills training
- » Consistent commitment from hospital/clinical departments

LLUH Nursing Residency Program

- » New Grad Program since 2004
- » Adult Hospitals, April 2020
 - ~ Quarterly
 - ~ 16 weeks and up to 1 year follow up with graduation
 - ~ Mentoring & debriefing
 - ~ Core & specialty classes
 - ~ Clinical preceptorship
 - ~ Specialty pathways: Acute care, Rehab, ICU, ED, Psych and OR