

# Redlands Community Hospital

## New Grad Program Outline

1. History of your New Graduate Residency Program
  - a. Started 14 years ago
  - b. About 420 new grads over the life of the program.
  - c. Our current nursing leadership consists of eight new grads that have grown with the hospital.
2. Recruitment Process & Interview Process
  - a. Internal candidates (CNAs, EMT, USs, Monitor Techs, etc.) – we already know how they are as an employee.
  - b. Word of mouth
  - c. Job fairs
  - d. Hospital website posting
  - e. Application are submitted to HR and sent to Unit leadership
  - f. Unit leadership decide who to interview
  - g. Panel interviews are scheduled (include Manager, Educator, Director)
  - h. External applicants are not interviewed if they do not already have their RN license. Internal candidates may be interviewed before they have obtained their license, but cannot begin the NG program until they have successfully completed their RN license.
  - i. After all interviews are completed, the managers will call chosen applicants and letters are sent to applicants not chosen.
  - j. HR completes processing of candidates
3. Duration & Expectations of New Graduate Residency Program
  - a. Duration is based on specialty and is a combination of didactic and floor training (typically about 2-3 weeks of didactic depending on the specialty, and the remainder of the time is 1:1 with a preceptor).
    - i. ICU is 20 weeks
    - ii. ED is 20 weeks
    - iii. Med/surg is 12 weeks and Telemetry is 14 weeks
    - iv. OR is 1 year
  - b. Expectations
    - i. Mandatory attendance at all New Grad classes, and any specialty training required for position (ex: ACLS, Arrhythmia Recognition & Treatment, etc.).
    - ii. Complete required homework
    - iii. Professionalism: Attendance, dress code, communication amongst team members...Arrive to shifts on time
    - iv. Ask questions...be an open book, so we know what you are thinking. If new graduates are quiet, then we really have no way to assess what they are thinking, planning, etc.
    - v. Be an adult learner
    - vi. Communicate and ask questions
4. Preparation & Selection of RN Preceptors
  - a. All preceptors attend a Role of the Preceptor class.
    - i. Preceptors are approached individually and in-person.

- ii. Must be in agreement prior to the commitment of taking a New Grad.
  - b. Educators pair new grads with preceptor based on many different factors.
    - i. Some of these factors are: personality, gender, experience, their relationship with the leadership team, how the rest of the team perceives them, etc.
  - c. Both preceptor and new grad attend a Meet and Greet lunch to build their relationship before working on the unit together.
    - i. When recruiting preceptors, part of the conversation is that they will need to attend this luncheon.
- 5. Incentives for New Graduates and/or RN Preceptors
  - a. RN preceptors
    - i. They really like to invest in the next generation of nurses.
    - ii. Can use this role to apply for Nurse Mentor.
    - iii. Get an hourly pay increase when precepting.
  - b. New Graduates
    - i. Loyalty incentive program (tuition payback, educational assistance, reimbursement for 1<sup>st</sup> time certification)
- 6. Areas for Improvement
  - a. Need to develop program evaluation based on standardized measurable criteria.
  - b. Preceptor-New Grad pairing based on an evidence-based tool.
- 7. Successes: What has Worked and Why?
  - a. Length of Program
  - b. Structure of Program
  - c. Educator oversight/follow-up
  - d. Preceptor development
- 8. Retention Data/Summary of New Graduates
  - a. 80% new grad retention
  - b. Many of our new grads have become preceptors, nurse mentors, educators, managers, and directors at our hospital.
  - c. Move to other departments in the hospital for growth and development.
- 9. Innovation/ Creativity/ Uniqueness – What makes your New Graduate Program different from the rest?
  - a. It is constantly evolving and changing.