

Nurse Residency Programs

At Riverside University Health System - Medical Center

ACCU - ED - NICU - OB

Adult Critical Care Unit Nurse Residency

- ▶ History of the ACCU Residency Program - Started in 2009 on the request of the ADON
- ▶ Recruitment & Interview Process - Nurse recruiter post online, new grads apply, interviews
- ▶ Duration & Expectations of New Graduate Residency Program: 12 weeks preceptorship, 4 weeks of didactic with blended learning with clinical integration and simulation labs.
- ▶ Preparation & Selection of RN Preceptors: Preceptors are selected according to their experience in critical care (minimum 2 years of ICU experience), leadership qualities demonstrated, attend preceptor class, on-going evaluation of preceptor performance by leadership and new hires.

Adult Critical Care Unit Nurse Residency

- ▶ Incentives for New Graduates and/or RN Preceptors: New Grads build a strong foundation to enter Critical Care with many growth opportunities. Preceptors have the opportunity to “Build our Nursing Empire” one nurse at a time. Preceptors also pay differential for orienting new graduates.
- ▶ Areas for Improvement: Oversight and growth of preceptors. Integration of new grads and follow-up post residency. Many of our new grads are also starting BSN programs as they begin the nurse residency, we have seen an increase in their stress and anxiety levels during their residency program.

Adult Critical Care Unit Nurse Residency

- ▶ Successes: Early integration onto the floor, weekly post conference and didactic. Opportunities to discuss experiences off of the unit, reflection and re-direct when poor practices are observed. Weekly post conferences have also increased group comradery.
- ▶ Innovation/ Creativity/ Uniqueness -Blended learning model with clinical integration, simulation lab and incorporation AACN ECCO Modules for our online portion of leaning. New Graduates are also assigned a mentor for additional support during their first year of nursing.
- ▶ Thank you.

Emergency Department Nurse Residency

- ▶ The ED residency history - it was developed over time based on the evolving needs of the department and to develop consistency between preceptors and preceptee's
- ▶ Recruitment and Interview process - applicants are recruited from student nurses who rotated in the ED, RN recommendations, job applications, and word of mouth. Interviews occur over 3-4 days and the top 50 applicants are then interviewed by the ANMs and Educators. Have incorporated case scenarios into the interview questions (prioritization and appropriate management of critical ED patient).
- ▶ Duration and Expectations - 14 week program with 2 preceptors (1 experienced and 1 newer preceptor). Expectation is to be competent in the 5 ED core competencies...

5 ED core competencies

- ▶ Ability to monitor (patient's conditions; family dynamics; team dynamics, machines & equipment);
- ▶ Ability to communicate concisely (verbal & written charting, documentation, effectively follows the chain-of-command);
- ▶ Ability to have “a little bit of ED attitude” (Confidence to assertively assess patient & team concerns, openness to new experiences, resilience, leadership);
- ▶ Ability to “learn on the fly” (Utilizes all resources: electronic, interprofessional, cohorts, and leadership to effectively problem solve, is responsible for their learning environment, seeking out opportunities for learning, verbalizes areas of uncertainty, and seeks advice & help from others);
- ▶ Ability to respond in emergencies (Demonstrating BLS, ACLS, PALS skills, maintains safety & the ability to respond in real life or mock/simulated events).

Emergency Department Nurse Residency

- ▶ Preparation & Selection of RN Preceptors - All RN preceptors are required to attend the RUHS preceptor class, & a monthly preceptor meeting. Preceptors are invited to precept based on experience, attitude, work ethic, chart audits, and recommendations from senior staff.
- ▶ Incentives for New Graduates and/or RN Preceptors - monetary incentive for preceptors is \$5 an hour; RN new grads do not qualify for critical care pay until all requirements (including assignments) are met.
- ▶ Areas for Improvement - Transitioning from new grad RN to novice RN practicing on their own has had challenges to ensure the safety of the nurse & the population. Instituted clinical nurse educators who are senior nurses that act as mentors & resources for all staff, but primarily for our new graduate nurse.

Emergency Department Nurse Residency

- ▶ Successes - Mandating a 4 hour didactic once a week that follows the current practice of the new graduate RN & their area of assignment. Beginning at non-critical ED patients & moving to high acuity patients towards the end of their orientation. Each didactic is planned to solidify areas worked in the ED. For example, management of a critical ICU patient is mirrored with didactics in hemodynamics, specialized equipment utilized for monitoring these critical patients (Lidco) & guest speakers (sepsis coordinator/stroke coordinator etc.). Pharmacy also teaches medications utilized with these type of patients.
- ▶ Retention Data/Summary of New Graduates - since 2016: 64 new graduates put through program, 76% retention. Breakdown: 5 probationary release; 5 moved out of state/county; 6 to other hospitals/facilities.
- ▶ Thank you.

Neonatal Intensive Care Unit Nurse Residency Program

- ▶ NICU Residency History - started an official residency program in 2013 and we have completed training for two to three cohorts of new RN graduates every year since that time. We offer one of the only new RN to NICU RN programs in the area.
- ▶ Recruitment & Interview Process - New graduate RN's will apply online via RUHS website. RN's are ranked by HR for recruitment and are presented to NICU Nursing Director for interviews. Number of RN's interviewed is dependent on number of positions open. It is helpful if the new RN has already completed NRP training, and any additional NICU training like STABLE and outside NICU nurse education classes will add to recruitment potential.
- ▶ Duration & Expectations - the NICU RN residency program lasts for 12 weeks including 2 weeks of hospital orientation. During the orientation RN's receive 4 classes of 4 hour didactic training, one simulation class, attend a breastfeeding support class and clinical breast feeding education, complete 4 hours per week of online training. RN's also work on the unit with a preceptor for 3 - 12 hour shifts per week. Expected hours during orientation are 40 hours per pay period. Self-study is also encouraged.

Neonatal Intensive Care Unit Nurse Residency Program

- ▶ Preparation & Selection of RN Preceptors - Preceptors attend a preceptor class and are selected by NICU leadership team for their abilities to communicate well, work well with others and show competency in NICU cares.
- ▶ Incentives for New Graduates and/or RN Preceptors - We offer a mentorship program to the new RN where we buddy her/him with an experienced RN (not usually their preceptor) to assist with integration into the unit and help the new RN learn coping techniques during this period of learning and new growth. After completion of program there is a step increase for the new RN.
- ▶ Areas for Improvement - We are working on new techniques to assist the new RN in learning through different modalities including didactic, hands on, simulation and virtual learning.
- ▶ Successes - We have had many successful completions of the program and successful transition to the NICU nursing profession.

Neonatal Intensive Care Unit Nurse Residency Program

- ▶ Innovation/ Creativity/ Uniqueness - It is one of the few offered in the Southern California area, that we know of, that is specific for NICU nurse training. NICU nursing is a unique specialty that is not usually offered in nursing schools and requires an ability to think critically in high risk ICU situations as well as an ability to nurture parents and understand the stressful situation that a NICU admission causes to the immediate and extended family, and to the patient. Nurses who are drawn to NICU like caring for infants and their families, are able to think critically and make critically informed decisions while acting quickly in emergency situations, are able to maintain composure during stressful moments, have great assessment skills (babies don't tell you what is wrong with them) and are very picky about cleanliness and infection control.
- ▶ Thank you

Obstetrics Nurse Residency Program

- ▶ History of the Internship Program - Started in 2014 for new graduate nurses who had the desire to work in Obstetrics. We have completed more than a dozen cohorts.
- ▶ Recruitment Process and Interview Process - Open positions are advertised and applicants apply online. They are vetted and called for interview according to their qualifications. It is helpful if the applicant has completed NRP and fetal monitoring (L&D). They interviewed by a panel comprised of the Nurse Director, ANMs, CNS. Case scenarios are incorporated into the interview questions. Applicants are rated, discussed and chosen as a panel.
- ▶ Duration & Expectations for New Graduate Training Program - For L&D, the length of the program is 12 weeks and 10 for postpartum (not including hospital orientation). During the orientation RN's receive 8 classes of 8 hour didactic training (including online training using AWHONN's POEP program), simulation experiences, attend a breastfeeding support class and clinical breastfeeding education. RN's also work on the unit with a preceptor for 3 - 12 hour shifts per week. Expected hours during orientation are 36 - 40 hours per pay period. Self-study is also encouraged.

Obstetrics Nurse Residency Program

- ▶ Preparation & Selection of RN Preceptors - Preceptors are selected by the leadership team based on their advanced clinical skills, communication skills, ability to work with others. The leadership team meets with preceptors before each cohort starts to review expectations and to give information about each new staff member.
- ▶ Incentives for New Graduates and/or Preceptors - New Graduates are offered specialty pay at the end of the orientation period with satisfactory completion of all requirements of the program. Preceptors are paid extra \$5/hr for each shift that they are a preceptor.
- ▶ Areas for Improvement - We are looking at getting experienced staff involved in participating in the didactic sessions. We will introduce alternative methods for presenting the information other than powerpoint. Methods such as role playing, more simulation sessions, online.
- ▶ Successes:- Offering didactic along with unit orientation has been a success because the new grads are able to practice what they learn in class and ask questions/clarify clinical practices that they see on the unit.
- ▶ Retention Data/Summary of New Graduates - Many of our new grads stay at least 1 year and more. Some move on to other hospitals that offer better pay.
- ▶ Thank you

Operating Room *Internship*

- ▶ History of the Internship Program - it is for students in their last semester of school who have indicated a desire to work in the Perioperative setting.
- ▶ Recruitment Process & Interview Process - The schools approach us with candidates- we send a questionnaire and then follow up with an interview to help make the choice.
- ▶ Duration & Expectations of New Graduate Residency Program - The internship is 160 hours in length. Our expectation is that the student will briefly explore at the beginning all areas of the Perioperative Department with the latter portion of the internship being spent exclusively in the OR. Our expectation is by the end the student under the guidance of their preceptor will be “running” their room. They must also complete a short paper about the role of the circulator. We ask them to treat this experience as if they were a staff member.

Operating Room *Internship*

- ▶ Preparation & Selection of RN Preceptors - Preceptors must have completed the RUHS Preceptor class
- ▶ Incentives for New Graduates and/or RN Preceptors - We do tell the students that upon completion of the internship and passing of NCLEX we offer employment.
- ▶ Areas for Improvement - The students are asked to complete an exit interview and changes to the program have been made with their feedback. The program evolves based on feedback and what is being currently experienced by the student.
- ▶ Successes - It is a very intensive program that has enabled the students to find a position rapidly in the specialty of their choice. We treat the students as if they are new staff members receiving the same orientation.

Operating Room *Internship*

- ▶ Retention Data/Summary of New Graduates - Of 19 students who have completed the program we have offered a position to all but three; we have hired six and offers are pending NCLEX for five. The remainder chose not to hire on here due to obtaining positions elsewhere or being too far from their home. All that we have hired still work at RUHS.
- ▶ Innovation/ Creativity/ Uniqueness - It is not a “normal” specialty. Most schools only offer a day in the OR for observation only with some schools not offering the experience at all. Students do not get a chance to “go behind the double doors” nor learn in a deeper manner about the Perioperative specialty. It is unique in that (to the best of my knowledge) no other hospital in the Inland Empire has a similar program.
- ▶ Thank you.

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