

Nurse Residency Program



What is a Nurse Residency?

A Nurse Residency is a formal program to support recently graduated registered nurses transition into their first formal work role after graduation. Along with orientation programs that provide important information about the organization, role, unit, and department, the Residency program addresses experiences that are unique to new graduate nurses, and provides a supportive structure for new nurses through the use of reflection, debriefing, and mentorship.

Why should a new graduate RN participate in a Nurse Residency program?

Evidence shows that participation in a Nurse Residency program is linked to higher job satisfaction, improved prioritization and organizational skills, and improved communication. Nurses Residency programs have also been associated with higher retention rates and increased job satisfaction of new graduate nurses within the first nursing role.

The Community Health Network's Nurse Residency program at a glance:

Community Health Network's Nurse Residency program consists of eight 4 hour sessions offered approximately every 6 weeks over the time span of one year. All new graduate nurses entering their first nursing role within Community Health Network participate in the program upon successful completion of the NCLEX exam and four weeks of precepted time on their unit. Session topics address:

- Patient Care Delivery
- Environment of Care
- Outcomes
- Leadership
- Teamwork/Delegation
- Professional Practice
- Professional Development
- Resource Driven Practice
- Patient/Family Centered Care
- Stress Management

As part of the program, each nurse will have an opportunity to develop and present a poster addressing an evidence-based solution to a clinical practice question of significance to them. Posters are presented during the graduation celebration concluding the Nurse Residency program.

For more information regarding the nurse residency program please contact:

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