

NURSE RESIDENCY PROGRAM

Fort Atkinson, Wisconsin www.forthhealthcare.com

Fort HealthCare is pleased to offer an extensive 1-year Nurse Residency Program to newly employed Fort HealthCare nurses. The aim of the Nurse Residency Program is to provide a supportive foundation for the novice Nurse. Within a structured environment, experienced staff members and leaders will offer educational sessions pertaining to clinical practice, critical thinking, and advancements in the nursing profession, while also creating a sense of job satisfaction, security, and organizational accountability, for the new nurse.

Program Goals & Benefits

- Enhance Clinical Competency & Critical Thinking Skills of the New Nurse
- Develop Networking & Mentorship Opportunities
- Customized Program to Gain Knowledge about the Mission of Fort HealthCare
- Close the 'Experience Gap' Between Nursing School and Clinical Practice
- Promote Professional Involvement, Accountability, & Career Guidance

Entrance Requirements

- Recent graduate (of up to one year after graduation) with a degree from an accredited ADN or BSN program. *All hours of participation in the program are paid at the current staff RN rate.*
- Nursing licensure.
- Support and guidance from *Departmental Management Team* for a one-year commitment.
- Anticipation for a minimum of 6 months of employment post program completion. *Strong dedication from an experienced team makes this program possible; commitment from participants is vital.*
- Employed position at Fort HealthCare (new graduate nurses will be admitted into the residency program upon acceptance of position).

****RNs that have greater than one year of experience or are NOT new to the organization, but wish to attend certain portions of the program may opt to do so with recommendation or by request from their Department Manager and/or the Educational Services Coordinator.***

****LPNs are invited to participate in program topics as deemed appropriate by their department manager.***

Nurse Residency Program Schedule - FIRST WEDNESDAY OF EVERY MONTH

8:00am – 12:00pm	CLASSROOM ACTIVITIES FACILITATED BY EXPERIENCED FORT HEALTHCARE NURSE AND LEADERS
12:15pm – 1:00pm	LUNCH (on own)
1:00pm – 3:30pm	MENTORSHIP ROUNDTABLE w/ PERIODIC TRAINING SESSIONS

Overarching Program Topics

Ethics & Regulations	Responding to Emergencies	Patient Education
Body System Reviews	Communication & Delegation	Pain Management
Evidence Based Practice	Diversity of Care Environment	Physician Relations
Medication Management	Community Health & Wellness	Core Measures
Life in the OR	Patient Satisfaction	Shared Governance
Infection Prevention	Financial Awareness	Living the Mission

For More Information, Contact....

Your Department Manager or Clinical Coordinator	Renee Clark, RN, MS VP Nursing Services/PI renee.clark@forthc.com	Deb O'Hay, RN, MSN/MHA Educational Services Coordinator deborah.ohay@forthc.com
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