



Nursing Residency Program

WHO IS ELIGIBLE

Registered nurses who have graduated within the past 12 months and are hired full-time in Long-Term Care Unit, Pediatric Long-Term Care, Inpatient Rehab Unit, Medical Complex Home or Homecare. Nurses who have more than one year of experience may be considered on a case-by-case basis.

ABOUT THIS PROGRAM

This program is meant to ease the transition of newly graduated nurses into a professional practice, aid in socialization as a fully functioning member of the healthcare team and provide safe and comprehensive patient care.

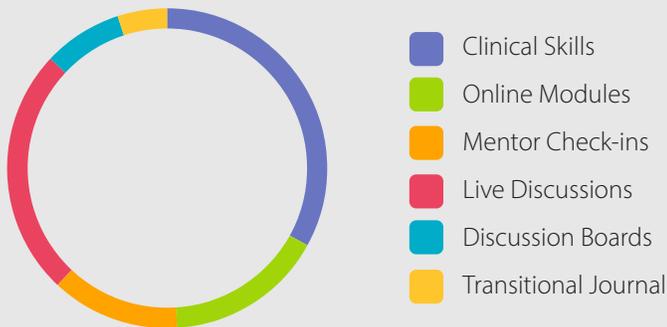
The Nursing Residency Program is powered by the The University of Iowa College of Nursing, who is an Iowa Board of Nursing approved provider. Participants will be allowed to complete their work during downtime of a normally scheduled shift, utilizing a personal or ChildServe-owned computer. These arrangements will be made with a participant’s supervisor to ensure work can be completed and live discussions are attended. If any work is completed outside of the normal work schedule, the participant will be reimbursed for that time spent.

REQUIREMENTS

Nurses must complete all online modules, attend 10/12 online live discussions, complete a residency project and meet monthly with a mentor. Only one clinical skills lesson can be missed, and that lesson must be made up during the following six-month cycle.

PROGRAM STRUCTURE

12 Month Program: (12 live discussions & 16 online modules)



Approximate Time Commitment per Month:

Month 1-6: 6 Hours | Month 7-12: 4 Hours

SCHEDULE & OBJECTIVES

Clinical Skills (Month 1-6)

Skills are based on the calendar month, not cohort start date.

- Knowing your Resources
- Special Considerations
- Complex Respiratory Care
- Enteral Feeding Tubes
- Seizure Management
- Intravenous Lines and Blood Draws

Iowa Online Nurse Residency Program

- Month 1: How to Survive your 1st Year of Nursing Practice
- Month 2: How to Develop Solid Habits and Routines
- Month 3: How to Manage Changing Patient Conditions
- Month 4: How to Work Well in a Team
- Month 5: How to Provide Patient-Centered Care
- Month 6: How to Be a Safe Clinician
- Month 7: How to Integrate Evidence into Your Work
- Month 8: How to Improve the Quality of Healthcare
- Month 9: How to Bring Value into Healthcare
- Month 10: How to Lead from the Bedside
- Month 11: How to Engage in Professional Development
- Month 12: Celebrate Completion

A professionalism in action experience is also completed throughout the course of the program.

Questions? Contact **Molly Vander Ley** by email at MollyVe@childserve.org or call **515.251.5544**.



Frequently Asked Questions

Who is eligible?

Registered nurses who have less than 12 months of experience and are hired full-time for the Pediatric Long-Term Care Unit, Long-Term Care Unit, Inpatient Rehabilitation Unit, Medical Group Home or Homecare. Nurses who have more than one year of experience may be considered on a case-by-case basis.

When can I apply?

Applications are accepted up to 6 months in advance of graduation.

When would I start residency?

The Nurse Residency Program begins after you complete your service orientation with a preceptor. Service orientation is generally around 6-8 weeks.

Is this in addition to my normally scheduled hours?

Most of this work can be completed on downtime during normally scheduled hours. Your supervisor will work with you to make sure you can attend all live discussions. If you complete work outside of your normal schedule, you will be reimbursed for your time.

What are the attendance requirements?

You must complete all online modules, attend 10/12 online live discussions, complete a residency project and meet monthly with a mentor. You are only allowed to miss one clinical skills lesson. Any missed clinical skills lessons must be made up during the following six-month cycle.

Do I get an incentive for completing this program?

At the end of the program, participants will receive a 2-level wage increase.

What if I don't have a personal computer?

If you need to complete this work outside of your regular work hours and don't have a personal computer, you can contact your supervisor to find a time to use a ChildServe computer outside of your work hours. This will have to be arranged with your supervisor.

Will I receive CEUs?

The University of Iowa College of Nursing is an Iowa Board of Nursing approved provider. Participants must complete all online modules, attend 10/12 cohort discussions and complete a residency project to be awarded 36 contact hours. Partial credit will not be awarded for this program.