Great Opportunities for Graduate Nurses

Saint Alphonsus is excited to offer all new graduate nurses the opportunity to participate in a year-long residency program. We include all nurse graduates with less than 1 year of experience.

What is the Saint Alphonsus Nurse Residency Program?
- Transition to practice program
- Reflects Saint Alphonsus values and mission
- Embraces our new colleagues with extra support and encouragement
- Brings classroom skills into practice and helps advance critical thinking skills
- Access to content experts
- Participation in organization committees that influence change and practice at the bedside

What are some of the positive benefits of participating in a nurse residency program?
- Increased confidence and competence
- Increased ability to prioritize and organize
- Increased satisfaction with nursing
- Immersion in evidenced-based practice
- Issue discussion and exploration in a safe, non-threatening environment

What are the expectations of residents?
- 100% attendance and completion of all residency seminars and learning activities
- Active participation in residency seminars
- Communicate with Nurse Residency facilitators on a regular basis
- Attend organizational committee(s) or participate in quality improvement project(s) and complete an evidence-based practice analysis of your experiences

What is the structure of the NRP Program?
- Begins with new hire orientation
- Nine month seminar schedule that starts towards the end of your clinical orientation
- Seminars offered at multiple times and locations that work with your schedule
- Seminars include “bedside stories” - facilitator led small group discussions that help establish resources and comradery
- Support from mentors and past residency graduates who understand your situation
- Content is developed from what leadership and past residents have identified as priorities for the new graduate nurse during the first transitional year
- Exploration of shared governance and the bedside nurse’s role in bringing best practice and safe strategies to the bedside
- Preparation for continued professional development
- Interactive, hands-on sessions that emphasize skills applicable to your practice