



# Saint Alphonus Graduate Nurse Residency Program



Saint Alphonus 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 Alphonus Graduate Nurse Residency Program?

- Transition to practice program
- Reflects Saint Alphonus 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 benefits of participating in our Graduate Nurse Residency Program?

- Increases your confidence and competence
- Increases your ability to prioritize and organize
- Helps to promote a greater satisfaction in nursing
- Immerses you in evidence-based practice
- Provides a safe, non-threatening environment to discuss issues
- Offers support from mentors and past residency graduates who understand your situation

## What is the structure of our Graduate Nurse Residency Program?

- Begins with New Hire Orientation for approximately 2 weeks
- Followed by Unit Clinical Orientation for approximately 6-8 weeks
- Followed by monthly Residency Seminars
- Interactive, hands-on seminars are offered at multiple times and locations to work with your schedule and to emphasize skills applicable to your practice
- Seminars include “bedside stories” – facilitator led small group discussions that help establish resources and camaraderie
- Content is developed from what leadership and past residents have identified as priorities
- Explores shared governance and the bedside role in bringing best practice and safe strategies to the bedside

## 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



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