

Nurse Residency Program – Frequently Asked Questions

- **How is a nurse residency program orientation different from a regular orientation?**
 - A typical orientation focuses on technical skills and procedures and usually varies in length from six to 12 weeks or more. The Nurse Residency includes the typical orientation period but adds additional content and continued mentorship that guides new grads into the role of the professional nurse. Through additional workshops, nurse residents will be able to demonstrate increased competency in nursing including the area of clinical knowledge, communication, critical thinking, professionalism, and technical skills. The extended 9-month program is formatted around a fully supported network to enhance competence and confidence in every nurse resident.
 - Nurse residents will also discover unique leadership involvement and professional development opportunity that are specific to the Nurse Residency Program.
- **I am currently a student nurse or employee at ARMC, do I have to apply to the Nurse Residency Program?**
 - ARMC student nurses or employees that have worked at ARMC for 6 months or more are encouraged to apply. Certain aspects of the initial orientation will be different for you since you were already employed at ARMC. Please contact your manager for more information on how to apply.
- **Can I apply without my RN license?**
 - Recent graduates who pass their NCLEX exam by the date of our hiring event will be considered for the cohort. Recent graduates who are scheduled to take the NCLEX prior to the date of the hiring event are welcome to apply. However, you must show proof at the hiring event that you sat for the exam before the hiring event date. For those who are not able to show confirmation will be denied entry to the hiring event. Those who do not pass will need to reapply for the next cohort.
- **How long after the application period should I expect a response?**
 - Qualified candidates will be invited to participate in a new grad hiring event about 3-4 weeks after the application period has closed. Interviews will be conducted by the hiring managers and educators onsite and subsequent job offers will be made.
- **Will I be trained in all specialties and have the opportunity to choose my specialty care area later in the program?**
 - No, at the start of employment, all nurse residents will train in their area of hire. This will ensure confidence and competence in your specialty over the course of the program.
- **What will my schedule be like?**
 - During the initial orientation period (1-2 weeks) you will be expected to work 32-40 hours a week, typically 8-hour days. After this, your department specific orientation will begin.

During this time, your work schedule will vary depending on your scheduled lectures and your preceptor's schedule.

- Once orientation to the department is complete, you will transition into a regularly scheduled pattern of shifts while you continue to fulfill the residency program requirements such as the monthly cohort workshops.
- Residency workshops will be accommodated in your schedule by your department manager and/or educator.
- **Will I work day or night shift?**
 - This will depend on your department manager and your preceptor's schedule. Once your orientation is complete, nurse residents will work regular pattern of shifts and will be assigned day or night shifts.
- **Who will be my preceptor? Does this program have any mentorship?**
 - Preceptors will be determined by your assigned unit. Educators and Preceptors will have weekly well-being check-ins with the residents during the orientation period of the program. In each cohort workshop, time is allotted to facilitate discussion about any success stories, strategies to overcome stressful events, and overall program experiences.