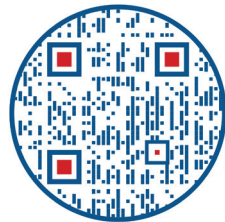


Organizational Engagement

This begins on day 1 of the nurse residency. The mission, vision, and values of the organization and system are shared with new hires and integrated in their orientation. The nurse residents are given High Reliability Organization (HRO) training and taught the importance of a culture of safety and employee engagement. Nursing professional practice is intertwined in many of the onboarding presentations. The goals and vision of the New Graduate RN Residency Program are introduced to the nurses from the initiation of the onboarding process.



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New Graduate RN Residency Program Guide



Let's shape the future of nursing together.

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RWJBarnabas Health is dedicated to the successful transition into practice of all new graduate registered nurses. Transition into practice programs have been developed to provide our new nurses:

- A successful start to their nursing career
- Nursing excellence & professional development

The New Graduate RN Resident, receives a highly structured curriculum allowing them to assimilate into their nursing role and enhance their development of skills specific to their practice setting.

Mission & Vision:

- RWJBarnabas Health – as the leading academic health system in New Jersey – is advancing innovative strategies in high quality patient care, education and research to address both the clinical and social determinants of health
- To transform the new graduate nurse into competent and professional clinicians and leaders in a mentored and supported atmosphere

Program Goals:

- To successfully on-board graduate nurses into the organization by utilizing a comprehensive program
- To provide a supportive and collaborative learning setting that enables nurses to successfully progress from entry-level to advanced beginner to competent
- To provide an environment that encourages professional development, engagement, organizational enculturation, and fosters lifelong learning

Program Eligibility Criteria:

- Graduation from an accredited nursing program with NJ RN licensure
- < 6 months of RN experience
- Commitment to flexible orientation requirements and to providing post-orientation clinical service

Program Development and Design:

- Developed and designed based on the criteria from the American Nurses Credentialing Center, Practice Transition Accreditation Program™
- Collaborative interviewing process for candidate selection to help to ensure a successful transition into practice
- The Education team, in collaboration with feedback from key stakeholders, are continuously monitoring the program structure and adjusting based on the needs of the staff and patients we serve
- Progression of nursing skills is based on Benner's theory from novice to expert
- Program competencies are developed to reflect professional practice standards

Nursing Professional Development:

- Required American Heart Association (AHA) courses
- Professional Advancement Programs
- RWJBH system wide annual nursing course catalog for learning opportunities
- Foundations Courses for each specialty area
- IV therapy course (as applicable)
- Cardiac Rhythm course (as applicable)
- Nurse Residency Professional Development Days
- Wellness programs and wellbeing support integration
- Competency based learning modules
- Other professional development programs are individualized based on care areas

Nursing Resources:

- Numerous RWJBarnabas Health resources available to new RN's
- Unit-based educators and nursing leadership to support staff

Mentorship:

- All residents will be paired with a nurse mentor
- Learning and communication styles, as well as future interests are reflected upon during mentor selection
- Our goal is to establish a strong mentor/mentee relationship that will flourish beyond the residency period

Residency Year:

- Clinical orientation lengths are based on residency program requirements and individual progression
- Weekly progress meeting
- At the completion clinical orientation period, the nurse resident is a competent nurse in their care area
- After clinical orientation, resident continues to be followed by the nurse educator, manager, and mentor to promote success
- Professional development and practice-based learning continue throughout the nurse residency period and are fostered throughout the nurse's career at RWJBarnabas Health

Preceptorship:

- Assigned a primary nurse preceptor on the unit that they will be orienting
- A dedicated preceptor training program to allow for an enhanced onboarding experience
- Utilization of communication and evaluations methods to promote a successful transition tailored to each individual's learning needs

Practice-Based Learning:

- Utilization of weekly progression guidelines specific to clinical residency areas
- Specialty based Foundations courses
- Unit orientation packets for completion of competency-based orientation
- Dedicated preceptor and nurse educator resident to guide the new nurse and enhance their learning experiences
- Shadow experiences with the interdisciplinary team