Building a Medical-Surgical Nurse Residency: Finding the Blueprint for Success

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Introduction
- In accordance with recent research, Cone Health developed a new graduate residency program that would assist new nurses in transitioning into practice, promote success and growth while also focusing on retention.
- The first Medical-Surgical Residency program was introduced in August, 2012.
- Hiring of new graduates to Cone Health is offered only through our residency program.
- Program duration is 1 year, with 6 to 8 Med-Surg residency cohorts per year.
- BNH graduates are targeted, with occasional allowance for ADN participation.

New graduates are paired with coaches (preceptors specifically trained to orient new graduates) for each rotation.

Components of the Program

New Grad Residency Constituents
- Information is provided for a full year by coaches who have Med-Surg expertise and board certification.
- Early feedback is given to new graduates during each rotation to track their clinical progression.

Clinical Rotations
- Intended units for clinical rotation are selected by the new graduates prior to the program.
- New graduates are paired with coaches/preceptors specifically trained to orient new graduates for each rotation.

Clinical Rotations
- Classes are offered for new graduate population, to help them develop new competencies.
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Simulations
- New graduates have multiple opportunities to participate in simulation experiences led by our simulation coordinators using the high-fidelity manikins in our simulation lab.
- Participants include junior medical students, residents, nurses, new graduates to familiarize and engage them as a popular and enjoyable learning method.

Telenursing Monitoring Competencies
- New graduates are allowed to use telenursing technology to progress them to complex areas.
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New Grad Evaluation in Distance Based Practice & Quality Initiative Projects
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Shadowing and Observational Experiences
- New graduates are allowed to shadow other healthcare disciplines and spend time with experienced professionals.
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Orientation Pathway
- A reality-based tool used to document all first days required by accreditation and regulatory agencies.
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Post Residency Involvement in Cone Health Initiatives
- Are you a qualified new grad ready to take the next step in your career?
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References