



## Cone Health RN Residency Program

# questions answered



### What is the Cone Health RN Residency Program?

The RN Residency Program builds on your fundamental nursing education by providing you a structured track specific curriculum with hands-on application. Our goal is to guide you in bridging the gap to professional practice as a Cone Health RN.

The RN Residency Program lasts 12 months and consists of specialty track education, professional day workshops, and a mentorship. The first 14 weeks of the program are focused on track specific education and orientation on your clinical department, with each week totaling 36 hours. After the first 14 weeks, you will participate in monthly professional days and have designated time with a mentor from your specialty area.

### What are the eligibility requirements?

To qualify for the Cone Health RN Residency program, you must have a 3.0+ GPA, graduated (or will be graduating) from an accredited nursing program and have passed the NCLEX prior to starting. The 3.0 or higher GPA requirement does not apply to current employees (internal applicants).

### Why should I become a Cone Health nurse?

Cone Health has been Great Place to Work-Certified™ for 2021-2022. The certification comes from Great Place to Work®, the global authority on workplace culture. The certification means that Cone Health meets or exceeds national benchmarks in workplace culture, employee experience and the leadership behaviors proven to deliver market-leading revenue and increased innovation.

### How do I apply?

With limited positions available in some specialty tracks, we encourage you to start the application process early. The application opens in September for our Winter RN Residency and in January for our Summer RN Residency. Click here (link to the Apply page) for details about the application process. If you are a current Cone Health employee, please apply through the internal job opportunities link in SharePoint.

### Why should I apply?

Enhance your skills and further your education and career with comprehensive and consistent support from experienced staff members, who are right here w/you living out the brand promise. Cone Health offers seven dynamic residency specialties that help Residents confidently make the transition from student to nurse, increase clinical knowledge, enhance clinical decision making and critical thinking skills, and continually grow through professional development opportunities during and after the Residency Program.

### What does the interview process entail?

After submitting your application, a Talent Acquisition Consultant will reach out within a week to schedule a phone interview, followed by a second virtual video interview with the RN Residency facilitators and department leaders. Offers are extended 48 to 72 hours after the panel interview is complete.

### How do I stand out during the interview?

Familiarize yourself with Cone Health, including our brand promise and values. Find a quiet spot to focus and don't do anything else while on the call. Showcase your skillset. Share why you're passionate about a career in nursing and your specialty area of interest. And if you know about a department because of a clinical, be sure to mention it.

### How are RN Residents compensated?

Cone Health offers a competitive starting base wage; relocation assistance for eligible candidates; free parking; medical, dental, vision coverage; paid time off; tuition reimbursement after six months of employment; retirement account with employee match after one year; and on-site fitness centers.

### What should I expect from the offer process?

Offers are extended 48 to 72 hours after the panel interview is complete. When considering your offers, remember to weigh more than just the unit you were offered and the pay rate. Consider Cone Health's robust professional development, organization and positive team culture, future opportunities available, your goals and residency program quality.

### What if I don't get my preferred unit?

You don't have to stay in the unit you are offered after your one-year residency is completed. During your residency, find opportunities to learn about other areas in which you may be interested. You are free to apply to any position of interest in the system after your one-year commitment is finished.

### What happens after I have accepted an RN Residency position?

After accepting an offer, you will receive your offer letter and other documents from Talent Acquisition's Onboarding team to begin the process of becoming a Cone Health RN Resident! Our team will work closely with you to help you navigate this process. We recommend that you take your NCLEX exam as early as possible to ensure that you are able to start the program on time. Our RN Residency team will then be in touch with you shortly before your start date to welcome you and provide information about orientation.

### What can I expect after my residency is complete?

You may choose to continue working in your unit or apply for another position within the system, and take advantage of continuing education opportunities and the Career Development Center.

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### Let's get started.

For more information visit [conehealth.com/rnresidency](https://conehealth.com/rnresidency), email [nursingrecruitment@conehealth.com](mailto:nursingrecruitment@conehealth.com) or call (866) 266-3767.