FACTS

Applying to the Nurse Residency Program – UPH DM

As a condition of hire for UPH DM, all NLRNs (Newly Licensed Registered Nurse) with six months RN experience or less are hired through the Nurse Residency Program. Applicants must complete an online application and apply for “Registered Nurse Residency”.

Program Highlights

The transition from nursing student to professional nurse can be challenging. UPH DM has created a Nurse Residency Program dedicated to helping new grads acclimate to their new careers. The 12 month program is the gateway for NLRNs to start working at UPH DM, occurring in three cohorts (groups). The cohorts begin in February, July and October. The first six months includes a series of thoughtfully developed seminars that will enhance skills in critical thinking, assessment, leadership and clinical decision making. During the second six months, participants will have the opportunity to identify, develop and implement an Evidence Based Project.

Our Nurse Residency Program offers orientation track options in specialized areas of care in either Adult or Pediatric patient care settings. This allows NLRNs to focus on the areas of care that match their interests and career goals. Track options include:

- Tele/ICU
- Adult Medical Surgical
- Emergency
- Pediatrics
- Rehab
- NICU
- Maternity Services
- Behavioral Health
- Surgical Services

Benefits of Participation Include:

- Experienced preceptors, professional nurse mentors and nurse educators in all clinical areas who provide support and guidance through continuing education and professional development.
- The knowledge and expertise provided by our UPH DM content experts
- Focused training at the department level after placements in a specialty clinical area
- A series of seminars that will enhance skills in critical thinking, assessment, leadership and clinical decision making. Structured learning opportunities are specific to the clinical area using a focused case study approach to learning.
- Understanding that Evidence Based Practice is at the forefront of nursing excellence. Participants will have the opportunity to identify, develop and implement an Evidence Based Project during their residency program.
- Use of clinical simulation to foster effective critical thinking skills.

Nurse Residency Program Seminars and Workshops

One of the crucial aspects of the Nurse Residency Program is the seminar and workshop series. Residents will attend one seminar every other week on topics ranging from Professional Development to Patient Safety to Evidenced Based Practice. The workshops are led by Clinical Education Specialists and include guest speakers who specialize in the featured topics.

Requirements for all candidates including current UPH staff

- Graduate of an accredited nursing program, preferably BSN or MSN
- Successful completion of NCLEX (you may apply for residency prior to taking NCLEX)
- Current Iowa RN License
- Less than six months RN work experience
- If current UPH staff, must be in good standing (i.e. no current corrective action)
FREQUENTLY ASKED QUESTIONS FOR APPLICANTS

Q: How long is the residency program?
A: The Nurse Residency Program lasts for one year. The first six months include the residency seminars/workshops every two weeks and the clinical orientation for the clinical track. An Evidence Based Project component comprises the last six months of the year.

Q: What is “placement” in the Nurse Residency Program?
A: Each department will determine how many positions will be filled through the residency program for each clinical orientation track prior to applicant screening. Residents are hired into a clinical orientation track, specific to a clinical specialty which coincides with the general residency seminars, etc.

Q: Do I have to wait to begin my employment at UPH DM as a RN if I have graduated, passed NCLEX and have my nursing license?
A: Yes, all graduate nurses must start their RN positions with the cohort.

Q: What if I haven’t taken my boards or found out if I passed the test? Can I still be hired into the Nurse Residency Program?
A: If offered a position in the RN Residency; the offer is contingent upon passing boards and any other HR hiring criteria. If any one of these criteria is not met; the NLRN must reapply for the next cohort. In the state of Iowa, individuals such as internal PCTs may continue to work in their PCT role until they have begun to practice nursing in their first RN job.

Q: When can I apply?
A: Applications for the nurse residency program are accepted three times a year (October, March and June). Check the website https://www.unitypoint.org/desmoines/nurse-residency-program.aspx for exact dates and deadlines.

Q: How do I apply?
A: All candidates including current staff should apply by completing an online application for the “Registered Nurse Residency” posting at http://www.unitypoint.org/careers.aspx. In addition, ALL applicants (including UPH staff) should submit the following documents by the deadline listed on the website:

1. Professional Resume
2. Letter of Intent that answers/describes:
   a. What influenced you to pursue a career in nursing
   b. Why you are interested in the RN Residency Program and
   c. Where you see yourself in five years
   d. Two orientation tracks (refer to tracks on page 1) you would prefer to work and why
3. Two recommendation letters (one being from a Clinical Instructor on school letterhead)
4. If current UPH Staff, a third recommendation letter should be submitted from your Manager
5. Nursing School Transcript(s)

Please e-mail the above documentation to UPHDMNurseResidency@UnityPoint.org. E-mail is the preferred method, if you are unable to e-mail, please send documents to the following address.

UnityPoint Health – Des Moines
Nurse Residency Program
ERC Building, Suite 152D
1200 Pleasant Street
Des Moines, IA 50309
Q: When should applicants expect communication after initially applying on-line at UPH DM for the Nurse Residency Program?
A: After the initial online application for the Nurse Residency Program and if external applicants meet the minimum requirements, they will be contacted by an HR Recruiter for an initial phone interview. If minimum requirements are not met, candidates receive a “regret email”.

Q: What happens after the initial HR phone interview?
A: The HR Recruiter will let you know if your application will be forwarded to the Nurse Residency Application Screening Team. The Nurse Residency Application Screening Team will review all applications and forward chosen applicants to Orientation Tracks for interview consideration. If your application will not be forwarded for screening, the HR Recruiter will offer immediate feedback following the phone interview.

Q: When and how will candidates be notified of offer or declination for the Nurse Residency Program?
A: The initial offer to the residency program is made via telephone by a leader in the hiring department following completion of all interviews. Applicants not selected for interview consideration will be notified in writing.

Q: As a current UPH employee, do I need to do anything differently?
A: Yes, as described in the “how to apply” question above, you must submit an additional recommendation letter from your Manager for a total of three recommendation letters. All other requirements, including deadlines and the online application, are the same. The only step you will skip is the initial screening interview from Human Resources. Your application and documents will be screened and reviewed following the same standards as all other applicants.

Q: Will applicants indicate clinical orientation track choices on the online application?
A: No. Applicants will indicate this on the Letter of Intent and will also be asked during their initial phone interview.

Q: Can applicants transfer among Orientation Tracks?
A: UnityPoint Health – Des Moines requires an individual to wait six months after date of hire before transferring to another open position. Specific to the residency program, because of the intensity of the six month initial orientation period, and in an effort to ensure maximum support and benefit to the NLRN, transferring before 12 months and thus the completion of the residency curriculum in its entirety is highly discouraged. However, in the event a NLRN is dissatisfied with the track they are assigned, this should be brought to the attention of the hiring manager immediately in order to discuss additional support or options available to the NLRN.
Q: If hired into the Nurse Residency program, what shifts and/or hours will NLRNs work?
A: The total hours worked each week range from 36 – 40 hours per week (full-time) during orientation. There will be some variation of numbers of hours per day and number of days per week during the first weeks. However, residents will not work more than 40 hours in a week and not more than 12 hours in one day during orientation. Residents will work 8 or 12-hour shifts during department orientation, with the exception of designated days for classroom or simulated lab instruction. There are regularly scheduled educational sessions that all NLRNs are expected to attend during the program. Following orientation, residents may work full or part time hours.

Q: Are NLRNs paid and eligible for benefits?
A: Yes, NLRNs are paid an hourly rate of $22.04. Nurse Residents who are considered full-time employees are eligible to receive full-time benefits, which include:
- Health benefits (Medical, dental, vision, life insurance)
- Vacation (Sick and paid)
- 401k
- Tuition Assistance (after 6 months employment)
- Potential merit and market increases
Q: Can a personal leave be taken while in the Nurse Residency Program?
A: Participation in the Nurse Residency is a condition of hire and a maximum of three absences is allowed for Nurse Residency Seminars. However, all legally protected leaves, such as but not limited to those provided for by the Family and Medical Leave Act, the Pregnancy Discrimination Act or as a reasonable accommodation under the ADAAA, will be complied with and any leave that falls under this type of protection will not count toward the maximum number of allowable absences in the program.

Q: Is a shift differential offered in the Nurse Residency program?
A: Yes. UPH DM offers $3.00/hour for hours worked between 6 pm and 6 am.

Q: After accepting a position in a specific department, what shift will NLRNs work?
A: In general, NLRNs are placed on the night or evening shift. Depending on the staffing needs of the department, there may be a day shift available.

Q: Should NLRNs attend school during the Nurse Residency Program?
A: We recommend thoughtful consideration of work life balance when contemplating continuing education during the Nurse Residency Program.

Q: Who is the best contact for additional questions regarding the Nurse Residency Program?
A: Christine Clancy, Residency Coordinator, can be reached at Christine.Clancy@unitypoint.org or (515) 241-6864.