

Eligibility and Application

Application to the *AdvanceTrack* program is extremely competitive. Applicants must:

- ▶ Graduate from nursing program accredited by the National League for Nursing Accrediting Commission (NLNAC) or Commission on Collegiate Nursing Education (CCNE).
- ▶ Possess a bachelors degree in nursing upon graduation.
- ▶ Applicants can be in their final semester before graduation and still apply.
- ▶ Possess a cumulative GPA of 3.5 or higher at the time of application.
- ▶ It is highly recommended that applicants have passed the NCLEX-RN prior to starting the program.
- ▶ Possess a Registered Nurse license (prior to start date with the hospital).
- ▶ Have no work experience as a RN or LPN.
- ▶ Continue full time employment with Kootenai Health for 30 months after completing the *AdvanceTrack* program.
- ▶ Obtain specialty certification in chosen nursing specialty (such as CCRN, CEN, or RN-C) within 30 months of completing the *AdvanceTrack* Program.

Application Posting

- ▶ Applications are posted twice annually. First in April, with a start date of early August. And, the second application posting is in October, with a start date of early February.

Graduating nurses that meet the eligibility requirements may apply for available Advance Track positions by contacting Kootenai Health Human Resources at 208.625.4620 or on our website: kh.org/careers

Visit kh.org/nursing or call Human Resources at (208) 625-4620 for more information.



KootenaiHealth

2003 Kootenai Health Way
Coeur d'Alene, Idaho 83814
kh.org

Advance Track Program



KootenaiHealth



The Kootenai Health AdvanceTrack Program

The Kootenai *AdvanceTrack* program exists to prepare the new graduate nurse to practice in the specialty areas of nursing care.

The program develops competent professionals with exemplary skills, knowledge, and experience in the following specialty areas:

- ▶ Critical Care
- ▶ Obstetrics
- ▶ Emergency Services

Program Overview

The *AdvanceTrack* is a six month, full-time staff nurse position at Kootenai Health. Participants are paid a full RN wage and are eligible for benefits. Participants receive:

- ▶ **Over 750 hours** of direct bedside clinical instruction with a dedicated nurse preceptor.
- ▶ Concurrent enrollment in the **Kootenai Nurse Residency Program**.
- ▶ Training in **national certification courses** that are integral to their specialty practice, such as BLS, ACLS, TNCC, NRP, PALS, and many more.
- ▶ **Specialty-specific education courses** taught by trained staff development nurses (Cardiac dysrhythmia, Critical Care Basics, AWHONN Fetal Heart Monitoring, Labor and Birth, etc).
- ▶ Participation in gold-standard national **clinical education packages** such as AORN's Peri-op 101, AWHONN Perinatal Orientation & Education Program, and the AACN Essentials of Critical Care orientation.
- ▶ Unrestricted access to the comprehensive resources of the **Kootenai Health medical library** and library staff for educational assistance, research aid, and resource management.
- ▶ A professional nursing culture and clinical environment consistent with the tenets of the **ANCC's Magnet award**—the national standard for nursing excellence in the United States.

AdvanceTrack Outcomes

Upon completing the program, *AdvanceTrack* nurses are competent to independently practice nursing in their chosen specialty area.



They demonstrate professional nursing practice in the areas of:

- ▶ Critical Thinking
- ▶ Clinical Knowledge
- ▶ Professionalism
- ▶ Communication
- ▶ Technical Skills
- ▶ Management of Nursing Responsibilities

