

Frequently Asked Questions:

Q: Do I need to work for Kootenai Health to participate in the Nurse Residency Program?

A: No, all new graduate nurses with less than one year of experience can benefit from the program regardless of employment status or which organization you work for.

Q: How does the Kootenai Nurse Residency Program work with my orientation where I work?

A: The program complements and completes your unit orientation in your organization. It covers many skills and abilities that you need, but may not fully receive during your orientation.

Q: Do I have to start the Nurse Residency Program with session 1 and go through them sequentially?

A: No, nurses can start with any session in the series and complete them in any order. However, because more advanced topics in later sessions build on basic topics in earlier sessions, we advise doing them sequentially.

Q: How much does the Kootenai Nurse Residency Program cost?

A: Kootenai employees are automatically enrolled in the program upon hire. Nurses at other organizations can register for only \$100 per session, or \$450 for all five.

For more information or to register:
kh.org/nursing

Visit kh.org/nursing or
call Student Services
at (208) 625-6078
for more information.



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Nurse Residency Program



Helping all new nurses make the most of their first year in nursing.



Are you ready for your first year as a nurse?

With the current changes in the health care industry, nurses are strategically positioned to emerge as the practice professionals for the future of health care. In order to be successful, new nurses need support, guidance, and continuing education during their first year to make a positive transition into the dynamically evolving world of nursing.



The Kootenai Health Nurse Residency Program

No matter which organization you begin your nursing career, the Kootenai Health Nurse Residency Program will enhance your transition into professional practice. Each month, new nurses come together to give mutual support, practice emerging nursing skills, and embed professional nursing practice. The program features:

- Professional development on new graduate transition topics
- Industry best practices on current nursing issues (patient safety, pain management, etc.)
- Simulations and skills workshops

Program Overview

The Nurse Residency Program is a series of five, 8-hour workshops designed specifically for the new graduate nurse. Sessions are held once each month, and the entire series is completed twice each year. Professional topics in later workshops build on technical topics in earlier sessions and more fully develop the professional nursing role.

Workshop topics are based on the Quality and Safety Education for Nurses (QSEN) competencies. Focused content in these six domains prepare nurses with the knowledge, skills and attitudes (KSAs) necessary to continuously improve the quality and safety of the health care system.

- Patient-centered Care
- Teamwork and Collaboration
- Evidence-based Practice (EBP)
- Quality Improvement (QI)
- Safety
- Informatics

Additional program content includes:

- Taking report and getting organized
- Medication safety
- Self-Care
- Critical Thinking Development
- Spiritual care in nursing
- Pain Management
- Ethics and cultural diversity
- Professional Development
- Conflict management
- Legal issues in healthcare
- End of life care
- The Magnet Organization
- Relationship based care
- Shared Governance
- Customer Service



Additional benefits for residents include:

- Time away from your nursing unit to network with other new graduates.
- Unrestricted access to the Kootenai Health library and staff for education assistance, research aid, and resource management.
- Participation in a nurse residency program that is evidence based, practice focused, and designed by a national expert in the field.
- A professional nursing culture and education environment consistent with the **ANCC Magnet designation** — the national standard for nursing excellence in the United States.

