

Kootenai Health Hiring RNs – FAQ

Is Kootenai Health now hiring RNs?

Yes, Kootenai Health is actively recruiting RNs.

What is different about this?

For the past few years Kootenai Health has focused on hiring nurses who hold their Bachelor of Science in Nursing, BSN. As a Magnet-designated organization, this practice helped Kootenai Health achieve and maintain the Magnet goal to have 80 percent of its nurses bachelor's prepared.

Why is Kootenai Health now looking to hire RNs?

The United States is experiencing a shortage of health care workers, especially nurses. This has led to a very competitive hiring environment, unsustainably high wages for traveling nurses, and many organizations making difficult decisions to reduce programs or operate with fewer staff members. Kootenai Health understands that it must rethink its approach to hiring so it can continue to provide the best patient care and the best work environment possible.

Will hiring associate degree prepared RNs rather than BSNs put Kootenai's Magnet designation in jeopardy?

No, nursing leadership has carefully evaluated the ratio of BSNs to RNs and they are confident we can make this recruiting change. Many other Magnet organizations are making similar changes.

Is there any danger this will reduce the quality of care patients receive?

No, in fact, by increasing the number of nurses we will be able to stabilize our workforce, and provide better care to patients.

Will newly hired RNs be required to go back to school to earn a BSN?

RNs with three or more years of patient-facing experience will not be required to work toward their BSNs. Any who wish to work toward a BSN will have the opportunity to do so, but it will not be required.

RNs who are new graduates or have fewer than three years of experience will need to enroll in a BSN program within one year of employment and complete the program within three years of their hire.

Is there any advantage to nurses who have a BSN or are working toward one?

Yes, nurses who hold their BSN are eligible for a higher rate of pay. They are also eligible to hold leadership positions.

Does Kootenai Health offer assistance to RNs working toward a BSN?

Yes, Kootenai Health has a robust tuition reimbursement program paying up to \$5,200 per year for RNs working toward a BSN.

Is this program open to RNs who previously worked for Kootenai Health?

Yes, Kootenai Health welcomes former employees to apply. Employees who voluntarily leave Kootenai Health (not terminated for cause), then return within one year can have many of their “benefits of tenure” reinstated. Their original date of hire will be reinstated, they are eligible to immediately re-enroll in group health insurances and retirement programs, and PTO will accrue at the same level attained before they left. If you are a returning employee, ask your recruiter about the “Break in Service” policy.

How should RNs apply?

Visit [KH.org/Careers](https://www.kootenaihealth.org/Careers) and complete an online application. You can also reach out directly to Human Resources at (208) 625-4620 or email Careers@KH.org to be connected to a recruiter who will help.

What if I am an employee and want to refer someone?

Kootenai Health recently launched a new referral platform called ERIN (an app for your computer or smartphone). Using ERIN to refer someone allows you to earn points toward cash and prizes, and if the RN you refer is hired, you each earn a \$5,000 bonus! Find more information on ERIN on the Kloud.

If you prefer not to use ERIN, you are always welcome to simply call or email Human Resources at (208) 625-4620 or email Careers@KH.org.