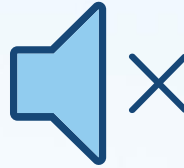


Welcome to the Kaiser Permanente Nurse Residency Webinar!



**We will begin shortly
after 5:30 PM**



**Please stay muted
during the webinar**



**Use chat box if you have
questions, we will answer at end**



**Webinar will end at
6:30 PM**



**If you have additional questions,
email: NCAL-Residency-Program@kp.org**



Thank you for joining!



Nurse Residency Program Webinar Spring 2021 Cohort

Leadership Welcome



Ann Williamson, PhD, RN, NEA-BC
*Regional Chief Nurse Executive and
VP Clinical Integration*

Today's Presenters



Paula Crespín, DNP, RN
Regional Manager New Graduate and Specialty Training Programs



Ryan Fuller, DNP, RN, CNML
Regional Director Workforce Strategy

Agenda

- Kaiser Permanente (KP) Overview
- NCAL Residency Program Overview
- Eligibility Requirements & Program Commitment
- Application & Interview Process
- Next Steps
- Questions



Who We Are...

Founded in 1945, KP is headquartered in Oakland, California. We are an integrated health system which operates as both a health system and insurance provider in one. Our integrated model focuses on preventative medicine and the total health of our members and community.

KP Program Wide Stats



Members

12.4M



Hospitals

39



Medical offices¹

723



Physicians²

23,597



Nurses³

63,847

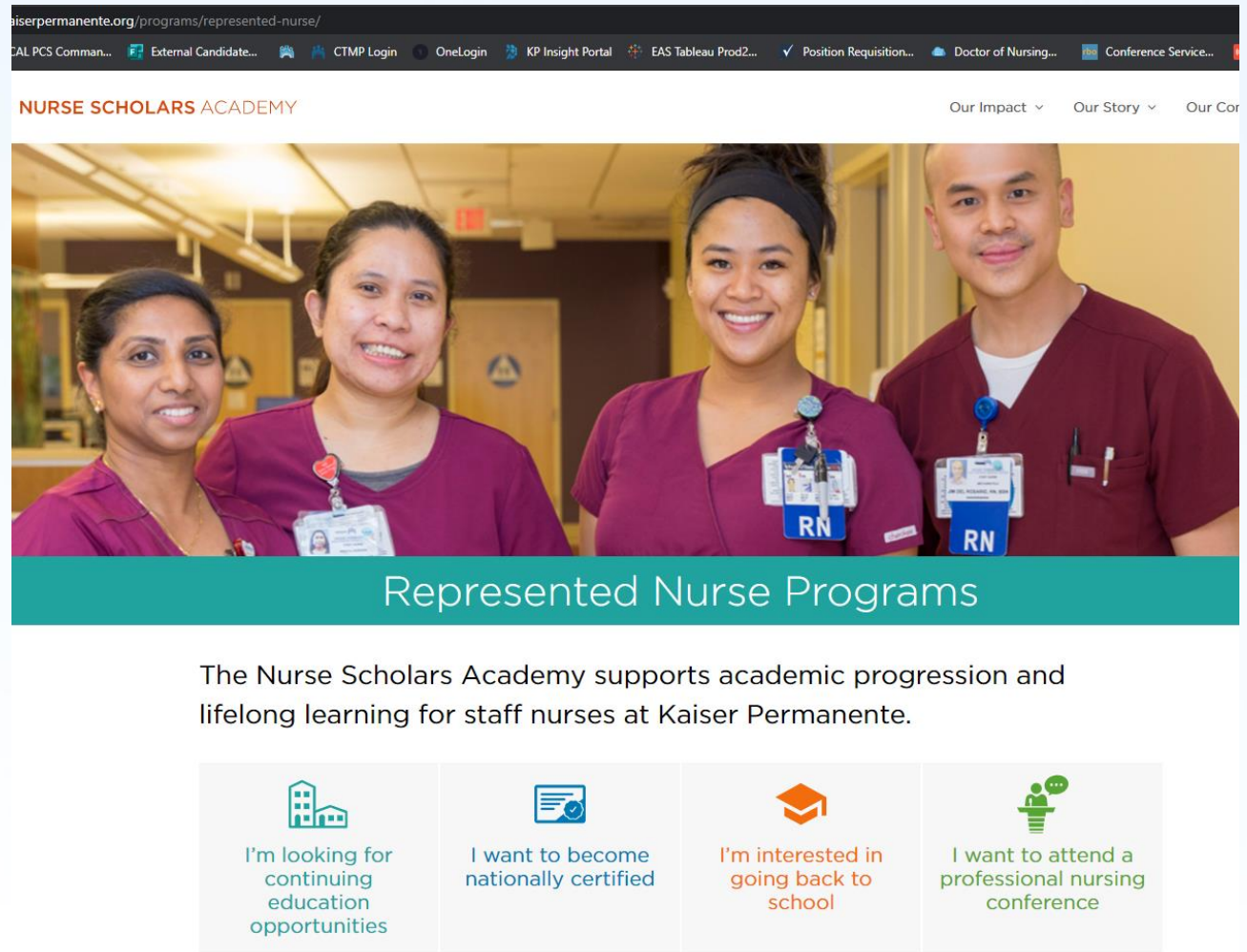


Employees⁺

217,071

Development at KP

- Commitment to lifelong learning and professional development
- RN-BSN program to support nurses to achieve BSN
- Specialty certification reimbursement programs



nursepermanente.org/programs/represented-nurse/

CAL PCS Comman... External Candidate... CTMP Login OneLogin KP Insight Portal EAS Tableau Prod2... Position Requisition... Doctor of Nursing... Conference Service...

NURSE SCHOLARS ACADEMY Our Impact ▾ Our Story ▾ Our Cor

Represented Nurse Programs

The Nurse Scholars Academy supports academic progression and lifelong learning for staff nurses at Kaiser Permanente.

- I'm looking for continuing education opportunities
- I want to become nationally certified
- I'm interested in going back to school
- I want to attend a professional nursing conference

NCAL Medical Centers (Hospitals)

Medical Centers

Antioch

Fremont

Fresno

Modesto

Manteca

Oakland

Richmond

Redwood City

Roseville

Sacramento

San Francisco

San Jose

San Leandro

San Rafael

Santa Clara

Santa Rosa

South Sacramento

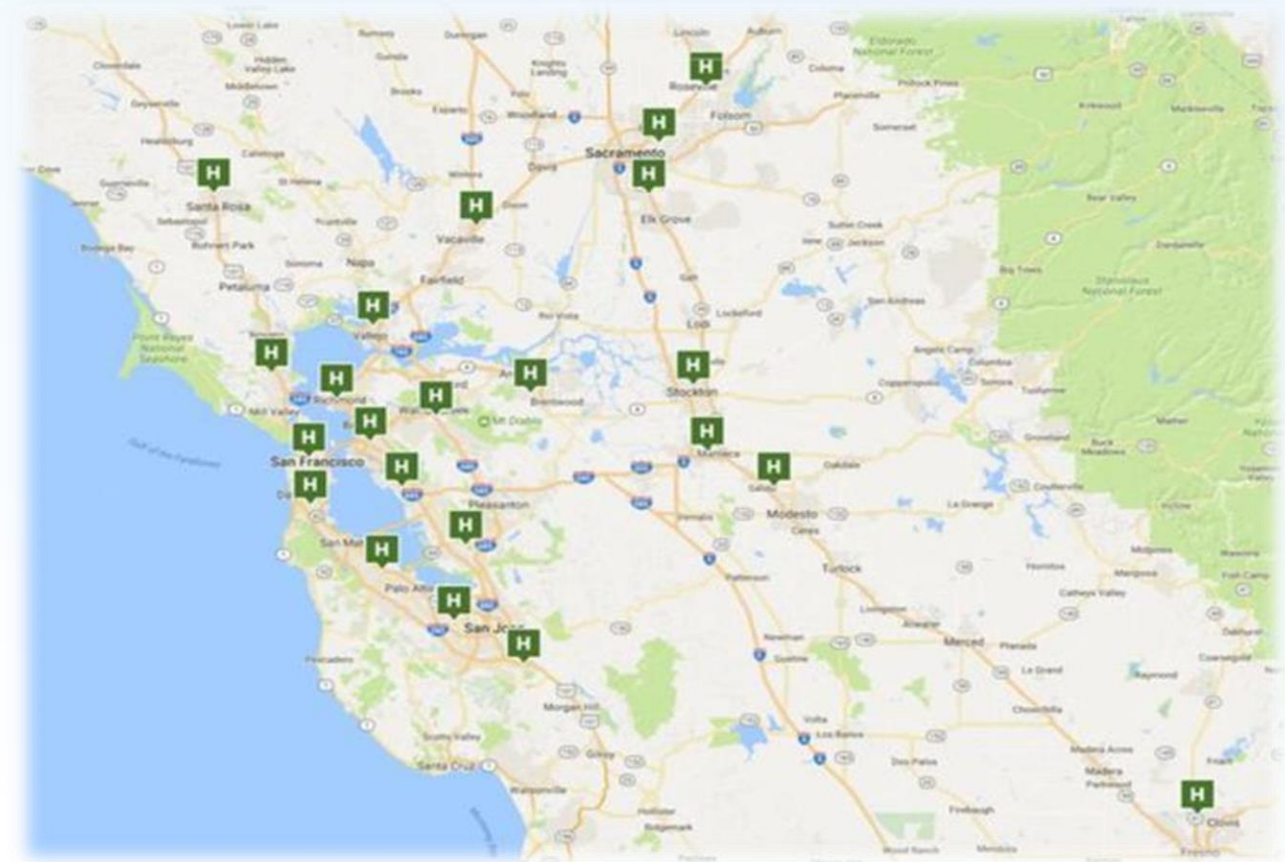
South San Francisco

Vacaville

Vallejo

Walnut Creek

You will be training at one of the 11 training sites for the first six months. Afterwards, you can work at any of our 21 hospitals. You must apply to any site you are willing to work at.



Residency Program Details

- Two cohorts per year of 100 RNs each
 - 200 RNs total per year
 - Applications will be accepted in March for a May start (Cohort 1) and again in May/June for an August/September start (Cohort 2)
 - Trained in our inpatient Medical/Surgical/Telemetry units to be a Telemetry competent RN
- Comprehensive evidence-based clinical orientation in addition to a 12-month transition-to-practice supported by Vizient and AACN's nationally recognized curriculum
 - Complete an evidence-based change in practice project to graduate from the program

Residency Program Details

- Nurse residents are hired as a Staff Nurse I, into a 6-month limited duration, benefited, training position
- After 6 months, residents transfer into an open, regular benefited Staff nurse II position; residents' complete transition to practice program and EBP project

Phase 1

Work 40 hours a week with preceptorship and mentorship in tele units; simulation and didactic supported orientation program

Phase 2

Transition to independent practice working 36 hours a week in M/S/T units at your training site; attend residency courses

Phase 3

At 6 months, transition to a regular benefited Staff Nurse II position at one of our 21 medical centers; complete final residency courses and a EBP project to graduate from residency program

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Staff Nurse I Training Position at one of 11 training sites around Northern California; transition to independent practice between weeks 8-12

Transfer into an open benefited Staff Nurse II position at any Medical Center; complete Residency program including EBP project and presentation

Eligibility Requirements & Program Commitment

Licensure and Certification

- Active CA RN License at time of application
 - For both 2021 Cohorts this requirement is waived, must have license within 14 days of hire* in order to fulfill conditions of employment
- BLS required upon hire; ACLS required within 6 months of hire
 - KP pays for employees to take BLS and ACLS through NCTI

Education

- Have an associate's, bachelor's, or master's degree in nursing at time of application

Important Notes

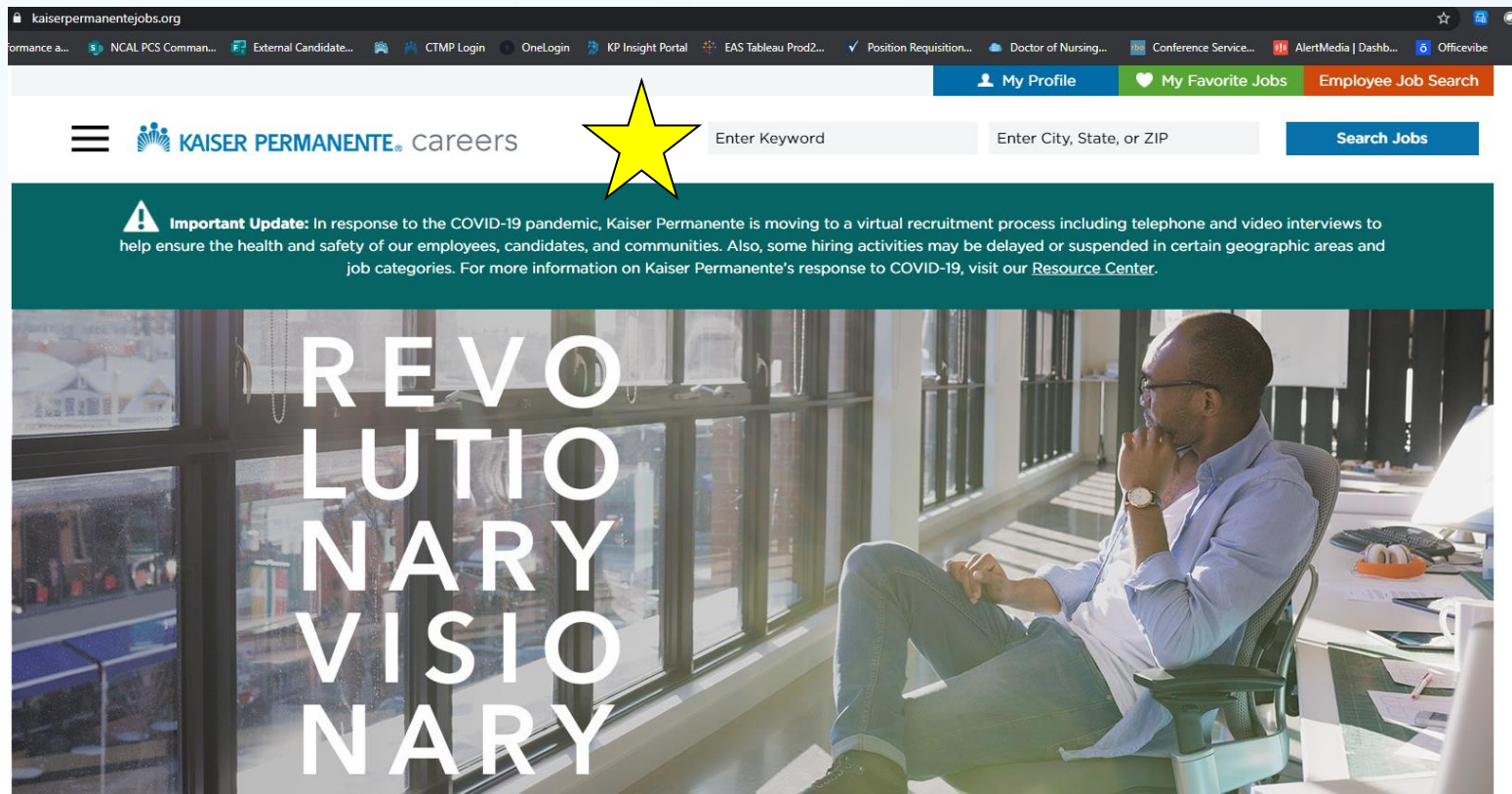
- Less than 6 months of inpatient (acute-care) work experience
- No paid time off or vacation (except protected leave) for first 3 months
- Commitment to complete the 12-month training program
- May require some travel during first 12 months

How to Apply

1. **Watch the residency website daily (nursescholars.kp.org/residency/)**
 - We will post the 11 job codes on the site along with the dates that applications will be accepted
2. **Visit <https://www.kaiserpermanentejobs.org/> and search for the associated job with the hospital you are interested in working at**
 - There will be a total of 11 positions posted on KP Jobs for only 72 hours
 - You must apply to each of the 11 sites that you are interested and willing to train at; this a minimum of a six-month commitment to work at this location
 - If you are accepted to more than one site, we will allow you to pick which site you prefer (you may not get your preference, but we will try!)
3. **Watch your email DAILY after applying; check spam, etc.**
 - You will get a follow up email from KP requiring additional answers to be submitted within 48 hours of receipt
 - After completing this, it will take about a week before you hear from us again
 - Selected candidates will receive a follow up email to self-schedule their interview

How to Apply

Visit <https://www.kaiserpermanentejobs.org/> and search for the job code found on the residency website (nursescholars.kp.org/residency/) in the “Enter Keyword” box – this will locate the job for you



Application Process Summary



Submit your application during the open 72-hour window; set up your talent profile prior to application; learn more at <https://www.kaiserpermanentejobs.org/searching-jobs/>



After applications close, eligible candidates will be emailed by KP with additional screening questions, complete within 48 hours



Selected candidates will be emailed to self-schedule their interview during interview week



Candidates will be notified at the beginning of April with hiring decision

Candidate Snapshot

If you meet the eligibility requirements, we will review your submitted documents and prioritize candidates based on several factors



Submit your resume, portfolio, cover letter, letters of recommendation... anything that makes you stand out!

Interview Process

- Virtual group interviews with 5 other residents
 - 5-minute presentation you will prepare in advance and present to the group
 - Group Q&A
 - Week of April 5
- Following your interview, you will be notified of hiring decision in early April
 - We will also notify all candidates who are not selected
 - A small number of applicants will be wait listed for acceptance



Next Steps

- **Set up KP Talent “My Profile”**
<https://kp.taleo.net/careersection/external/mysubmissions.ftl?lang=en>
 - Attach certifications and licensure
 - Finalize your resume, cover letter, and/or nursing portfolio
- **Check our residency website daily for application dates and job codes**
 - Apply!
 - Check your email daily (remember to check your spam/junk folders)



Questions?

- Please enter your questions in the chat
- Remember to visit our website for important updates!

<https://nursescholars.kaiserpermanente.org/residency/>

- If your question is not answered, please email: NCAL-Residency-Program@kp.org
- We will post this slide deck and webinar recording to our website



Webinar FAQs

Q: I graduated from nursing school more than 12 months ago, can I still apply?

A: Yes. Depending on your time out of school you may need to apply to a re-entry program.

Q: Can you provide more detail around the interview presentation?

A: We will provide detailed instructions if you are selected for an interview.

Q: Does KP Southern California have a similar program?

A: Please visit [https://kpnursing.org/ SCAL/professionaldevelopment/newgrad.html](https://kpnursing.org/SCAL/professionaldevelopment/newgrad.html)

Q: If I am a current KP employee, do I receive preference over others?

A: Our system does prioritize KP employees, but we will be reviewing all applicants.

Q: When I start bidding at 6 months, what is my seniority?

A: You will have six months of seniority, so you may have to apply to various shifts and locations.

Q: I have been working in an outpatient clinic for more than 6 months, can I still apply?

A: Yes, you must have less than 6 months of inpatient (acute-care) work experience.

Open Q&A

Place your question in the chat