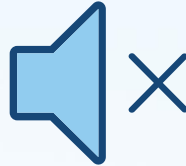


Welcome to the Kaiser Permanente Nurse Residency Webinar!



We will begin shortly after 11 a.m.



Please stay muted during the webinar



Please hold questions till the end of the webinar and then submit questions in the chat



Webinar will end at 12 p.m.



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



Thank you for joining!



Nurse Residency Program Webinar
Fall 2023 (Cohort 6)

 KAISER PERMANENTE®

NURSING
NORTHERN CALIFORNIA

Today's Presenters



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



Paula Crespín, DNP, RN
Regional Manager New Graduate Program

Leadership Message

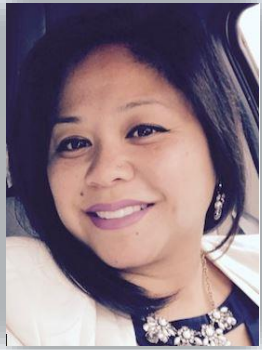


**Toby Marsh, MSN, RN, NEA-BC,
FACHE**
*Regional Chief Nurse Executive and
VP Clinical Integration*

Program Overview

Paula

Hub Coordinators



Sarah Abdolcader, MSN, RN, CNL
Hub Coordinator for East Bay



Darren Murphy, MSN, RN
Hub Coordinator for San Francisco Peninsula



Lori Naylor, MSN/Ed, RN
Hub Coordinator for Sacramento Valley

Who We Are...

Founded in 1945, KP is headquartered in Oakland, California. KP is unique, because we are an “integrated health system” which means we provide all patient care within Kaiser Permanente. We are also unique because we are a health system and insurance company in one.

Our integrated model is built on the idea that our “members” all have Kaiser Permanente insurance. We focus on preventative medicine and the total health of our members and community.

National KP Fast Facts



Members

12.7M



Hospitals

39



Medical offices¹

737



Physicians²

23,982



Nurses³

68,218



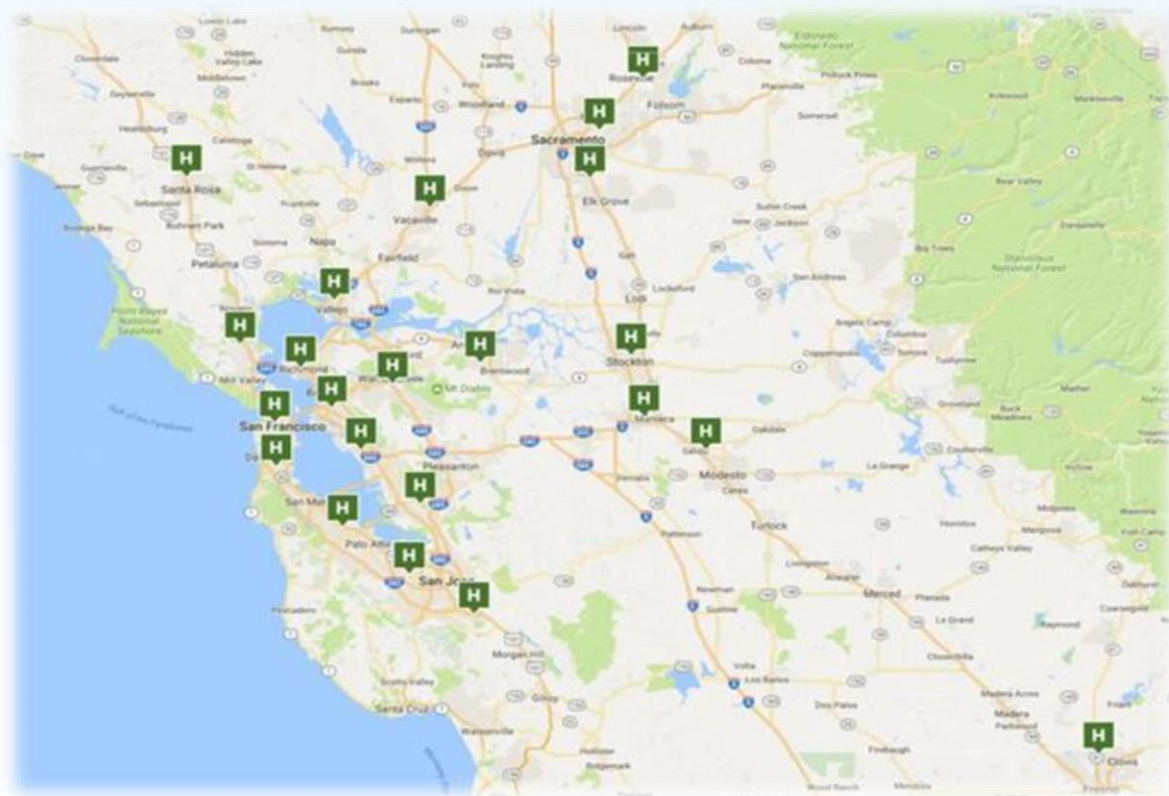
Employees⁺

226,539

Residency Sites

You will be training at one of 21 medical centers for the first three months (Fresno, Manteca, Modesto, South Sacramento and Santa Rosa will not be part of cohort 6).

Residents have an opportunity during the initial application process (Career Snapshot) to indicate their preferred work location out of available sites.



Development at KP

- Commitment to lifelong learning and professional development **including paying for continuing education** and life support courses
- **RN-BSN program** to support nurses to achieve BSN at almost no cost
- **Specialty certification** reimbursement programs to pay for certification

Explore our Nurse Scholars Academy Website



The Nurse Scholars Academy advances professional nursing, streamlines the integration of best practices, and nurtures future leaders at all levels of the organization.

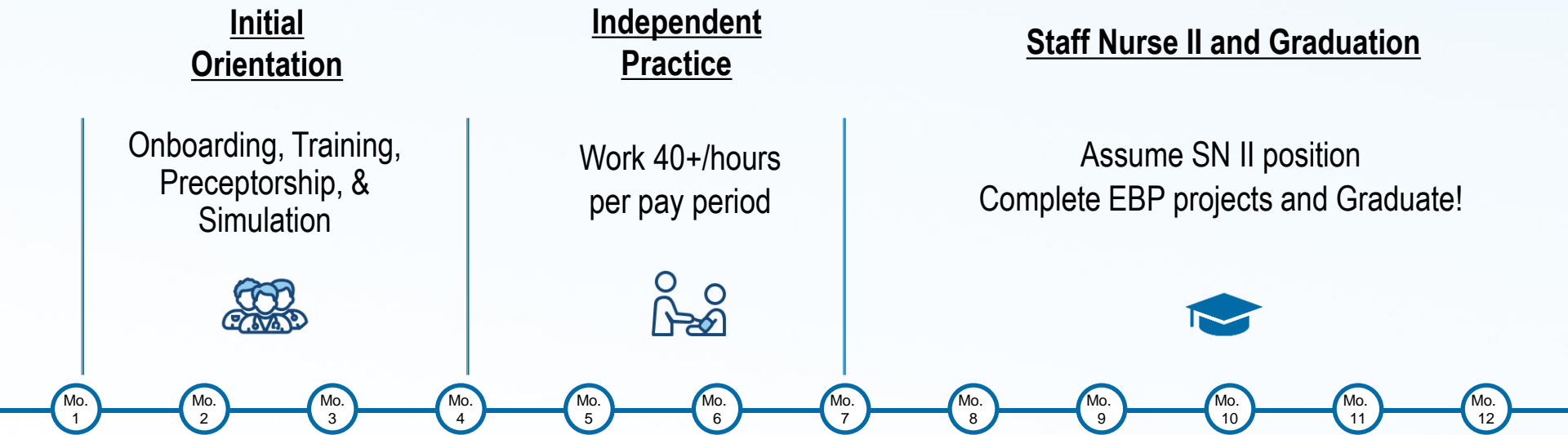
Visit the Nurse Scholars Academy site

Residency Program Details

- **Trained in our inpatient Medical/Surgical and Telemetry units**
- **Comprehensive evidence-based clinical orientation in addition to a 12-month transition-to-practice program**
- **Work with a group of KP RN preceptors to transition to independent practice**
- **Assume a benefited Staff Nurse II position within one of our 21 medical centers (hospitals) after 6 months of employment**
- **Complete an evidence-based change in practice (EBP) project to graduate from the program**

Residency Program Model

- **Nurse residents are hired into a specific hospital at the start of the program**
- Resident training schedules will be different than their final working schedule
- All residents will work full time (72+ hours / pay period) for the orientation period
- After orientation, residents become independent “in the count”



Eligibility Requirements & Program Commitment

Licensure and Certification

- **Active CA RN License required upon hire (must have by 8/10/2023)**
- **AHA BLS required upon hire; AHA ACLS preferred upon hire**

Education

- **Have an associate's, bachelor's, or master's degree in nursing** at time of application (or be a licensed RN enrolled in an Entry Level Masters degree program)
- **We prioritize candidates that have graduated within the last 24 months**

Important Notes

- **Must have less than 6 months of work experience as a RN in an inpatient setting**
- No paid time off or vacation (except protected leave) for at least first 6 months
- For first 3 months of program, work schedule is full-time (72+/hours a pay period)
- Will require some travel during first 12 months for training and simulation

How to Apply Ryan

Hiring Process Overview



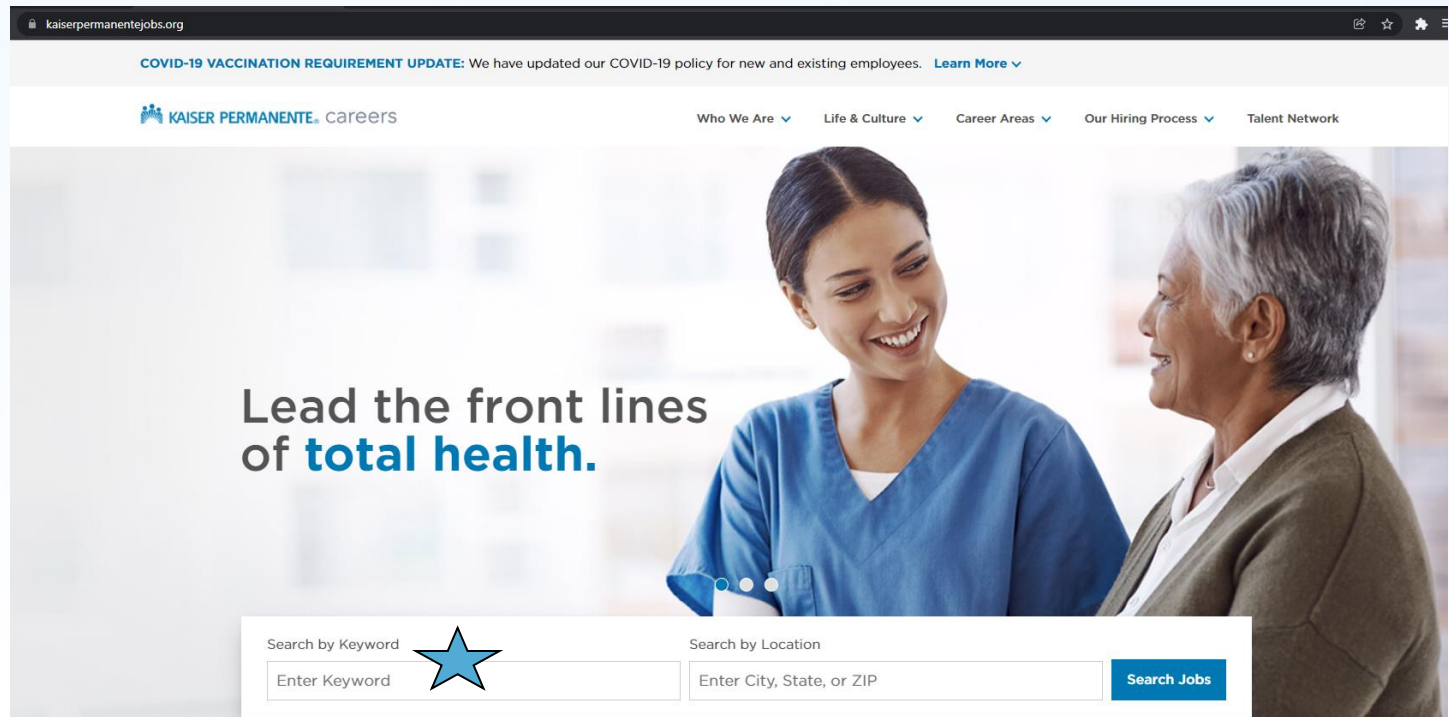
Initial Application Steps

- 1. Watch the residency website daily (nursescholars.kp.org/residency/)**
 - Job code is posted to our residency website, it is: **1188029**
 - Application opens on 5/31 and closes on 6/7 at 7pm (PST)
 - ✓ Please note it will open at some point on 5/31, might occur after noon
- 2. Setup your career profile on KP Jobs prior to application opening**
 - Click “my profile” on the KP jobs website
- 3. Visit <https://www.kaiserpermanentejobs.org/> and search for the job code**
 - There will be 1 position posted on KP Jobs – you apply to the program, not a specific site
 - ***If you are a current KP employee, please apply via the internal KP Jobs site***
 - ✓ Unlike in the past, it no longer matters when you apply during the application window
 - ✓ All candidates will be screened and ranked using objective scoring system
- 4. Watch your email DAILY after applying; check spam, etc.**
 - You will get a follow up email from KP on 6/8 requiring additional answers
 - ✓ Remember to check your spam/junk folders
 - Selected candidates will receive a follow up email to self-schedule their interview

KP Careers Website

Visit <https://www.kaiserpermanentejobs.org/>

- Search for the job code found on the residency website (nursescholars.kp.org/residency/) in the **“Enter Keyword”** box



My profile ★

Employee Job Search >

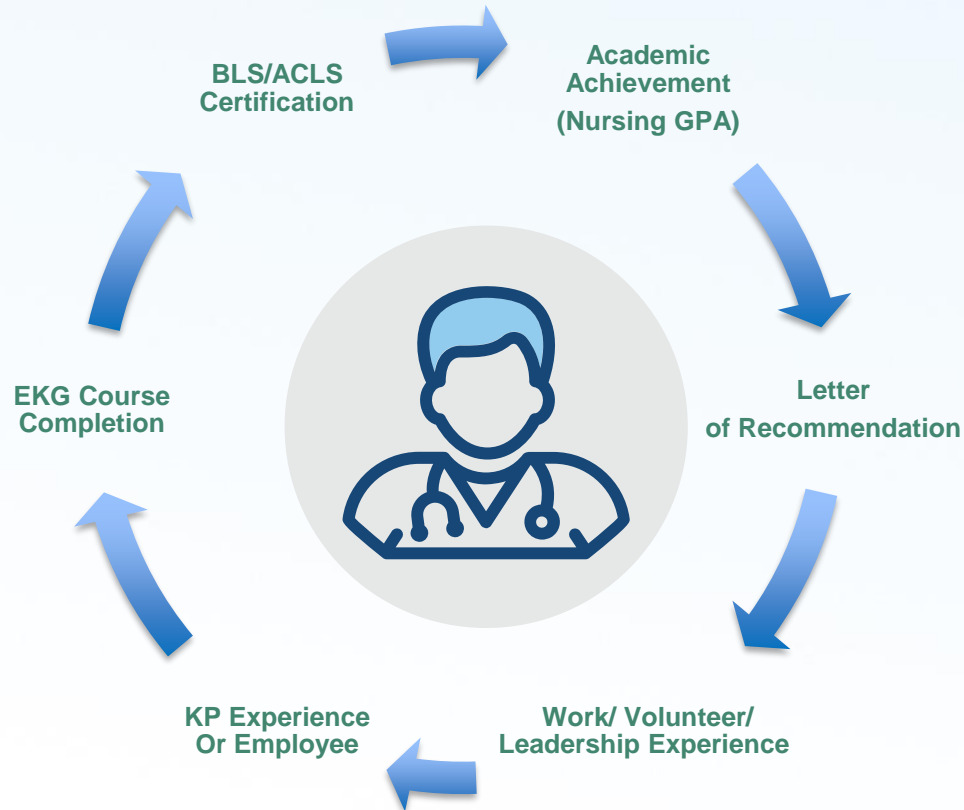
★ EE job search

Career Snapshot

All applicants will receive a “career snapshot” after applying. It is a survey that should take ~30 min.

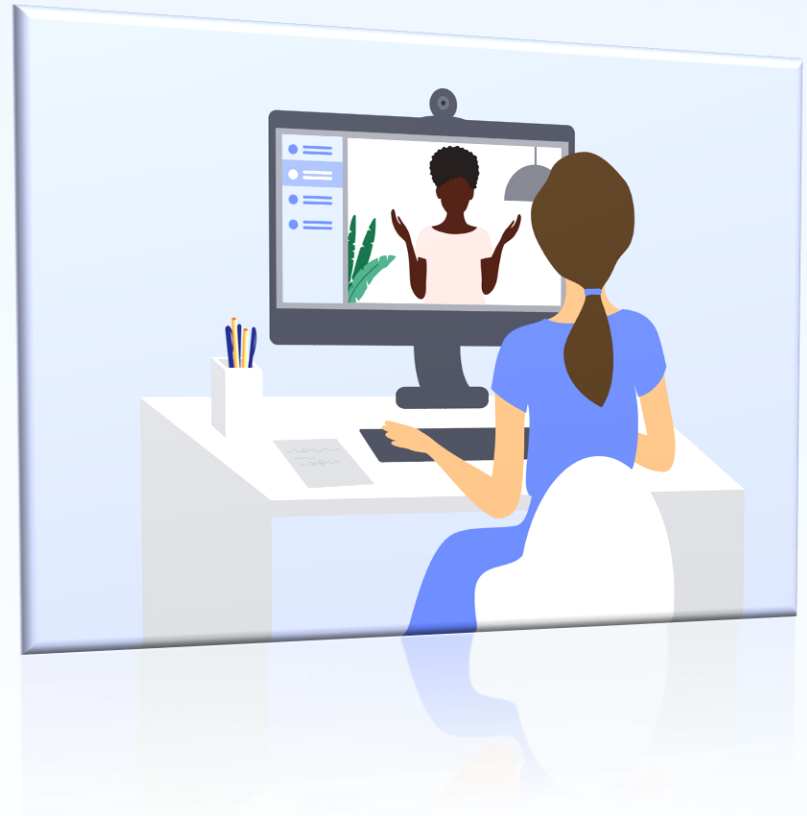
Please review all questions carefully and ensure that you have adequate time to complete once you start.

We ask several questions to help us narrow down to our interview pool.



Interview Process

- **Virtual group interviews with other residents and KP nurse leaders**
 - **10-minute PowerPoint presentation that articulates your personal and professional journey to becoming a nurse**
 - Prepare in advance and present to the group; practice!!!
 - Plan for interviews 6/20-6/30
- Following your interview, you will be notified of hiring decision via email

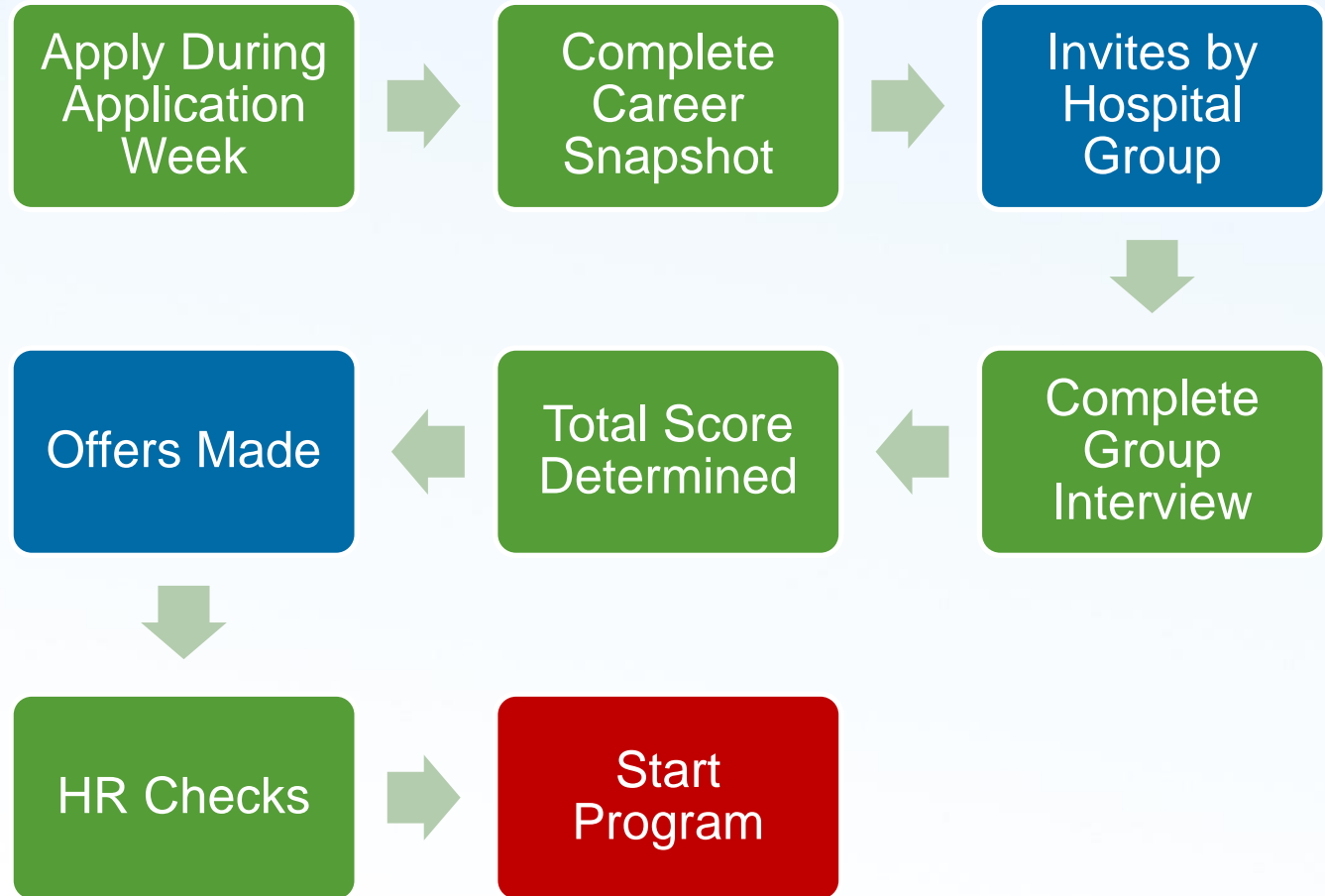


Interview Presentation Grading Rubric

	Excellent	Good	Satisfactory	Unsatisfactory
	5	4	3	0-2
Section 1: Introduction (<1 min) <ul style="list-style-type: none"> Share where you're from, what school you went to, any additional school you are attending, and where you work now (if applicable). Include other details you like within the time allotted. 	No Rating for Introduction <i>Please spend less than 1 minute introducing yourself</i>			
Section 2: Illustrate Your Past (3 min) Prompts (Select 1 and answer it fully) <ul style="list-style-type: none"> Describe your past work, volunteer, or other life experience; how did these experiences prepare you to work as a clinical RN? Explain why you decided to become a registered nurse; what motivates you to provide care to others? Share any life experiences that contribute to your foundation as an RN. What do they say about you? 	Provides clear examples of their past work, volunteer, or other life experience. Explains how this experience impacts their future career. Demonstrates strong comprehension of customer service, time prioritization, and critical thinking.	Provides examples of their past work, volunteer, or other life experience. Explains how this experience impacts their future career. Demonstrates knowledge of customer service, time prioritization, and critical thinking.	Provides some examples of their past work, volunteer, or other life experience. May or may not explain how this experience impacts their future career. Incomplete understanding of customer service, time prioritization, and critical thinking.	Unable to provide examples of past work, volunteer, or other relevant experience as it relates to their future nursing career. Poor understanding of customer service, time prioritization, and critical thinking. Does not answer the question.
Section 3: Share Your Nursing Journey (3 min) Prompts (Select 1 and answer it fully) <ul style="list-style-type: none"> Provide a highlight or highlights from your clinical rotations that demonstrate experience(s) that have shaped your future clinical practice. Illustrate your successes while a student nurse, or during your most recent academic journey; how do these impact your care? What obstacles have you overcome in your nursing journey; how will they impact the care you will deliver? 	Provides clear examples of their clinical and academic experiences. Explains how this experience impacts their future career. Demonstrates strong professionalism, compassion, and teamwork.	Provides examples of their past clinical and academic experiences. Explains how this experience impacts their future career. Demonstrates professionalism, compassion, and teamwork.	Provides some examples of their past clinical and academic experiences. May or may not explain how this experience impacts their future career. Incomplete understanding of professionalism, compassion, and teamwork.	Unable to provide examples of past clinical and academic experiences. Poor understanding of customer professionalism, compassion, and teamwork. Does not answer the question.
Section 4: Convey Your Purpose (3 min) Prompts (Select 1 and answer it fully) <ul style="list-style-type: none"> What do you hope to achieve in your nursing career? What do you aspire to? Why do you want to pursue an inpatient nursing career at Kaiser Permanente? Our successes and our failures help define us. What are yours? 	Provides clear examples of their ambitions, intrinsic motivation, and clarity of purpose/intent to work as an RN at KP. Demonstrates strong integrity and grit.	Provides examples of their ambitions, intrinsic motivation, and clarity of purpose/intent to work as an RN at KP. Explains how this experience impacts their future career. Demonstrates integrity and grit.	Provides some examples ambitions, intrinsic motivation, and clarity of purpose/intent to work as an RN at KP. May or may not explain how this experience impacts their future career. Underdeveloped examples of their integrity and/or grit.	Unable to provide examples of ambitions, intrinsic motivation, and clarity of purpose/intent to work as an RN at KP. Does not demonstrate integrity or grit. Does not answer the question.

Pathway to Admission

- All applicants receive a career snapshot
- At each blue square, we have must make candidate decisions and will email all applicants
- Total score = Snapshot + Interview – we make offers in score order

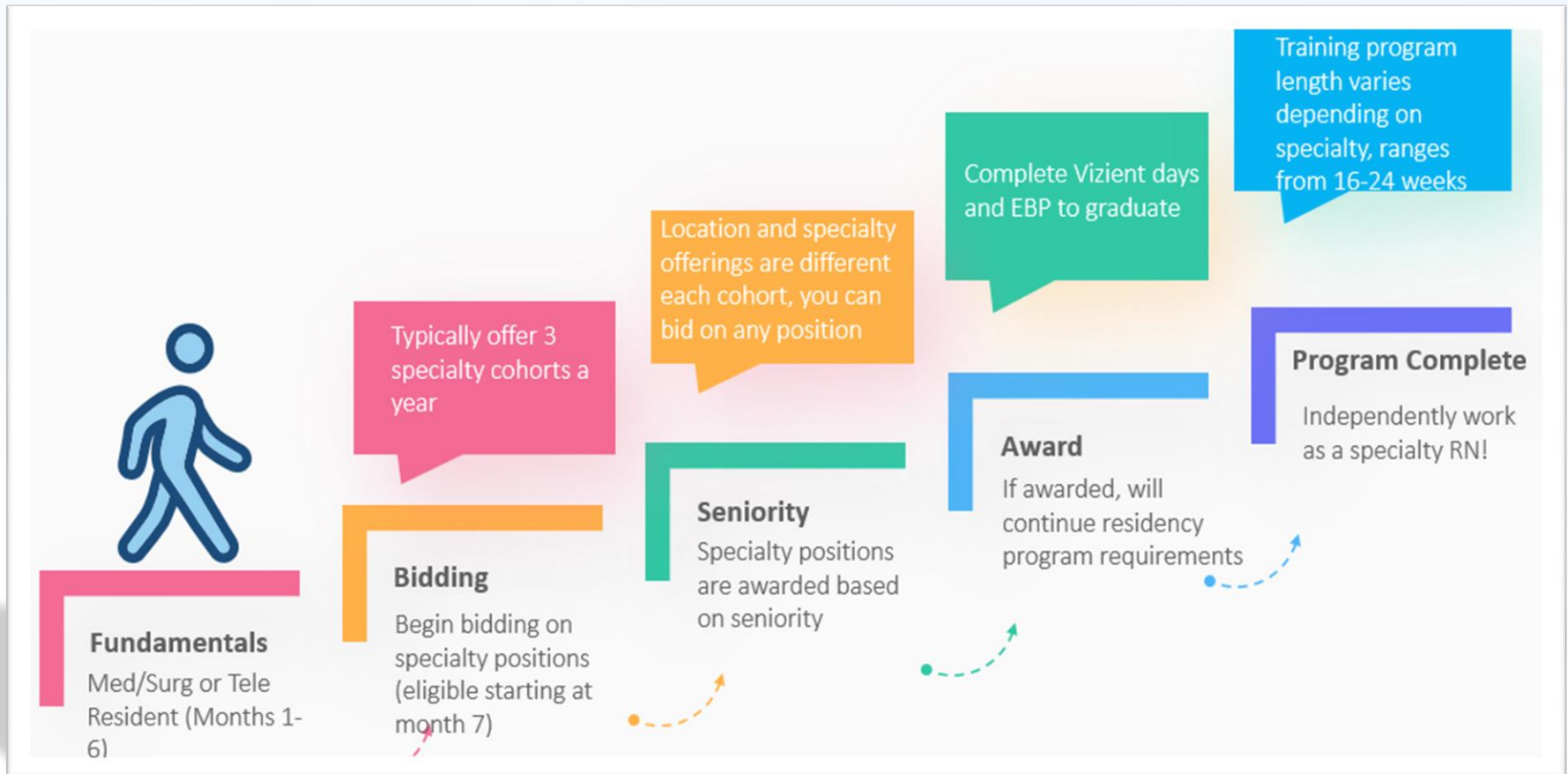


In Summary

Paula

Pathway to Specialty

- Opportunities to become a specialty RN (L&D, Periop, ICU, and more!) with KP after you join
 - Over the last 2 years, we have offered over 340 training positions!
- These programs are only offered to Kaiser Permanente RNs
- Learn more at <https://nursescholars.kaiserpermanente.org/program/specialty-training/>



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, letter of recommendation, cover letter, and/or nursing portfolio
- **Check our [residency website](#) for instructions on how to apply to program**
 - Apply 5/31 – 6/7
 - Check your email daily (remember to check your spam/junk folders, too!)



Questions?

- **Please enter your questions in the chat**
- If your question is not answered, please email: NCAL-Residency-Program@kp.org
- We will post this slide deck to our website (not recording)
- Remember to visit our website for important updates!
<https://nursescholars.kaiserpermanente.org/residency/>



Open Q&A

Place your question in the chat