



# Northern California Nurse Residency Webinar **2024 Programs**

 **KAISER PERMANENTE®**

**NURSING**  
NORTHERN CALIFORNIA



# Today's Presenters



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



**Lori Naylor, MSN/Ed, RN**  
*Regional Program Manager*

# 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 services from pharmacy, imaging, and surgery 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. We aim to keep people well.



Members

**12.6M**



Hospitals

**40**



Medical offices<sup>1</sup>

**618**



Physicians<sup>2</sup>

**23,982**



Nurses<sup>3</sup>

**68,218**



Employees<sup>+</sup>

**215,932**

# 2024 Programs

## Upcoming Cohort Dates

Cohort	Application Posted	Cohort Start Date
Winter Cohort 7	Closed	12/4/2023
Spring Cohort 8	Closed	3/11/2024
Summer Cohort 9	1/27/2024-2/1/2024	7/1/2024
Fall Cohort 10	May 2024	September 2024

Please note that these are approximate dates for cohorts 9-10. We will finalize the application and cohort dates as we get closer to the application period.

# National Nurse Residency Team for NCAL



**Regional Program Manager: Lori Naylor MSN/Ed, RN**



**Site Coordinator: Darren Murphy MSN, RN**

Sites: San Francisco, South San Francisco, San Rafael, Santa Rosa

# National Nurse Residency Team for NCAL



**Site Coordinator: Kindra Brooks MSN, RN, PHN**

Sites: Roseville, Sacramento, South Sacramento, Vacaville, Vallejo



**Site Coordinator: Katy Rounsaville MBA-HCM, BSN, RN, CPHQ**

Sites: Fremont, San Leandro, San Jose, Santa Clara

# National Nurse Residency Team for NCAL



**Site Coordinator: Brandy Beazley DNP, CNS, RN**

Sites: Antioch, Oakland, Redwood City, Richmond, Walnut Creek



**Interim Site Coordinator: Samuel Teague MBA, BSN, RN- Army Nurse Fellow**

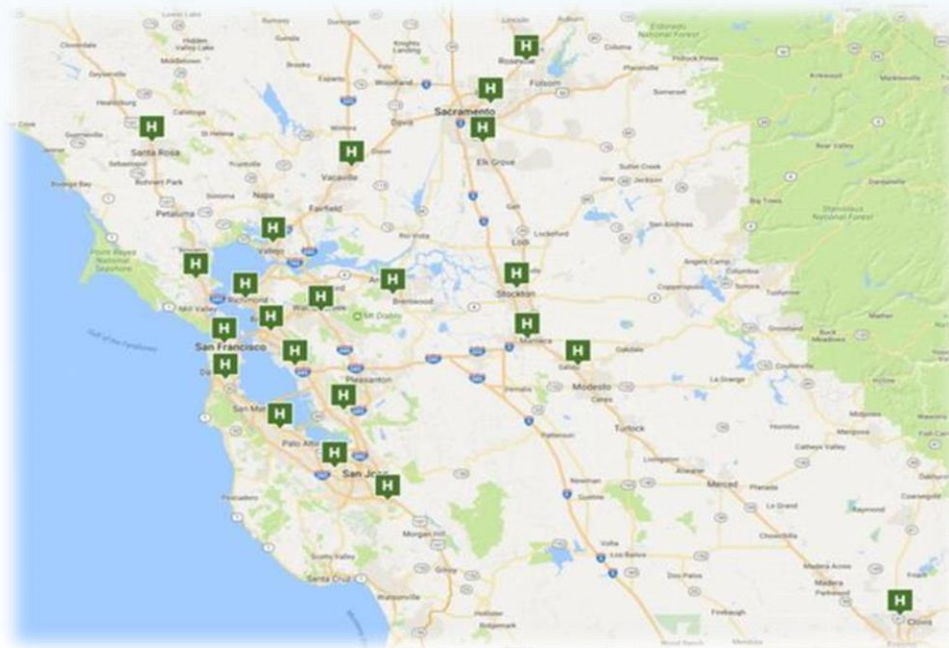
Sites: East Bay

# Residency Sites

Typically, around 10-15 of our hospitals are training new graduates during any given cohort. We determine which hospitals will be part of the cohort during the admission cycle process.

Generally, we have no spaces available in our central valley hospitals (Modesto, Manteca, and Fresno). Roseville and Antioch will likely not be part of Cohort 9.

Residents have an opportunity during the initial application process (Career Snapshot) to indicate their preferred work location out of available sites. We work to place residents within one of their top 3 hospitals.





# 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



# 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
- Will orient on **Day, Evening or Night** shift; specific shift and schedule will be provided prior to program start
- **Work with a group of KP RN preceptors** to transition to independent practice
- **Assume a benefited Staff Nurse position within one of our 21 medical centers** (hospitals) after 3 months of employment
- Automatically **promoted to Staff Nurse II** after 6 months of employment
- **Complete curriculum for an Evidence Based Project (EBP)** as well as other professional development education and training

# Residency Program Model

- **Nurse residents are hired into a specific hospital at the start of the program**
  - Resident orientation schedules will be different than their final working schedule (training may happen on day, evening, or night shift)
  - All residents will work full time ( 72+ hours / pay period) for the orientation period
- **Final positions (shift, schedule, hours, and unit) are given to residents prior to going productive**
  - This is your first "perm" position, afterwards you can bid and be awarded different jobs
  - Can be on DAY, EVE or NOC shift. Please note that majority of jobs assigned to residents are NOC.

## Initial Orientation

Aligned to a preceptor pair; you work their shift/schedule



## Independent Practice

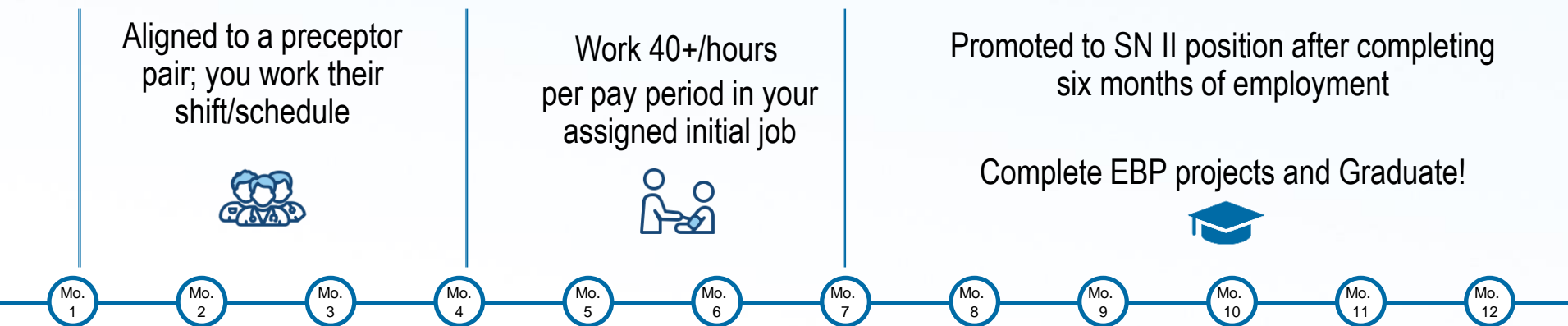
Work 40+ hours per pay period in your assigned initial job



## Staff Nurse II and Graduation

Promoted to SN II position after completing six months of employment

Complete EBP projects and Graduate!



# Eligibility Requirements & Program Commitment

## Licensure and Certification

- **Active CA RN License**
  - **In order to apply, you must have your ATT at a minimum**, must have your license by 2/12/2024
- **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 12 months**

## Important Notes

- **Applicants must be ready, willing and able to work a night shift once they complete orientation**
- **No 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



# Hiring Process Overview



# Initial Application Steps

1. Watch the residency website daily ([nursescholars.kp.org/residency/](https://nursescholars.kp.org/residency/))
  - Job code will be posted to our residency website
  - Application opens on 1/27 and closes on 2/1 at 7pm (PST)
    - ✓ Please note it will open at some point on 1/27, 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 the [NCAL-Residency-Program@kp.org](mailto:NCAL-Residency-Program@kp.org) on 2/2 for the Career Snapshot
    - ✓ 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 **“Search by Keyword”** box


The screenshot shows the Kaiser Permanente careers website. At the top, there is a navigation bar with links: "Who We Are", "Life & Culture", "Career Areas", "Our Hiring Process", and "Talent Network". Below the navigation bar is a large banner image of a healthcare worker in blue scrubs smiling at an elderly patient. The text "Lead the front lines of total health." is overlaid on the image. Below the banner is a search bar with two sections: "Search by Keyword" and "Search by Location". The "Search by Keyword" section has a text input field with the placeholder "Enter Keyword" and a blue star icon. The "Search by Location" section has a text input field with the placeholder "Enter City, State, or ZIP" and a blue "Search Jobs" button. Below the search bar is a footer with links: "My Profile", "Saved Jobs", and "Employee Job Search".

COVID-19 VACCINATION REQUIREMENT UPDATE: We have updated our COVID-19 policy for new and existing employees. [Learn More](#)

KAISER PERMANENTE careers



Who We Are Life & Culture Career Areas Our Hiring Process Talent Network

Lead the front lines of **total health.**

Search by Keyword  Enter Keyword

Search by Location Enter City, State, or ZIP [Search Jobs](#)

[My Profile](#) [Saved Jobs](#) [Employee Job Search](#)

 My profile  EE job search

# Career Snapshot

**All qualified applicants will receive a “Career Snapshot” on 2/2 and is due on 2/6.**

**It is a survey that should take ~45 min.**

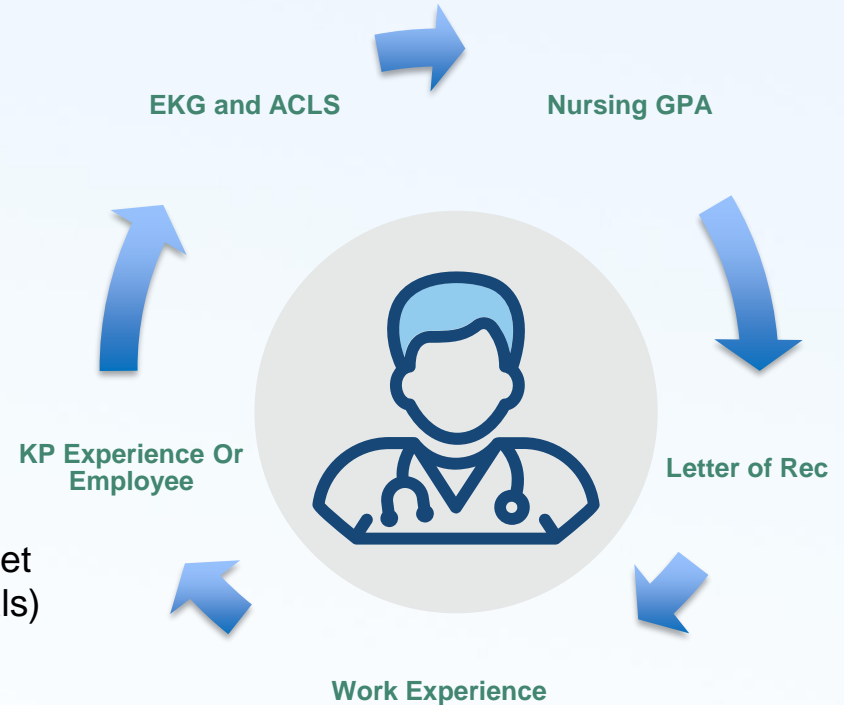
- Please read all questions slowly and carefully
- Review and submit once ready
- Don't submit multiple times

**One important area we ask on is your hospital reference for placement**

- Hospital selection can be one hospital or a group of hospitals (be thoughtful)
- Know that we make offer in score order so you may get your second choice (if you indicate a group of hospitals)

**Please note we randomly audit career snapshots of candidates moving to hire to verify your responses**

- Candidates will be selected at random to provide evidence for career snapshot responses within 72 hours of KP request
- Failure to demonstrate validity of answers will result in rejection from current and future applicant pools





# 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 2/20-3/8
- Following your interview, you will be notified of hiring decision via email the week of 4/8

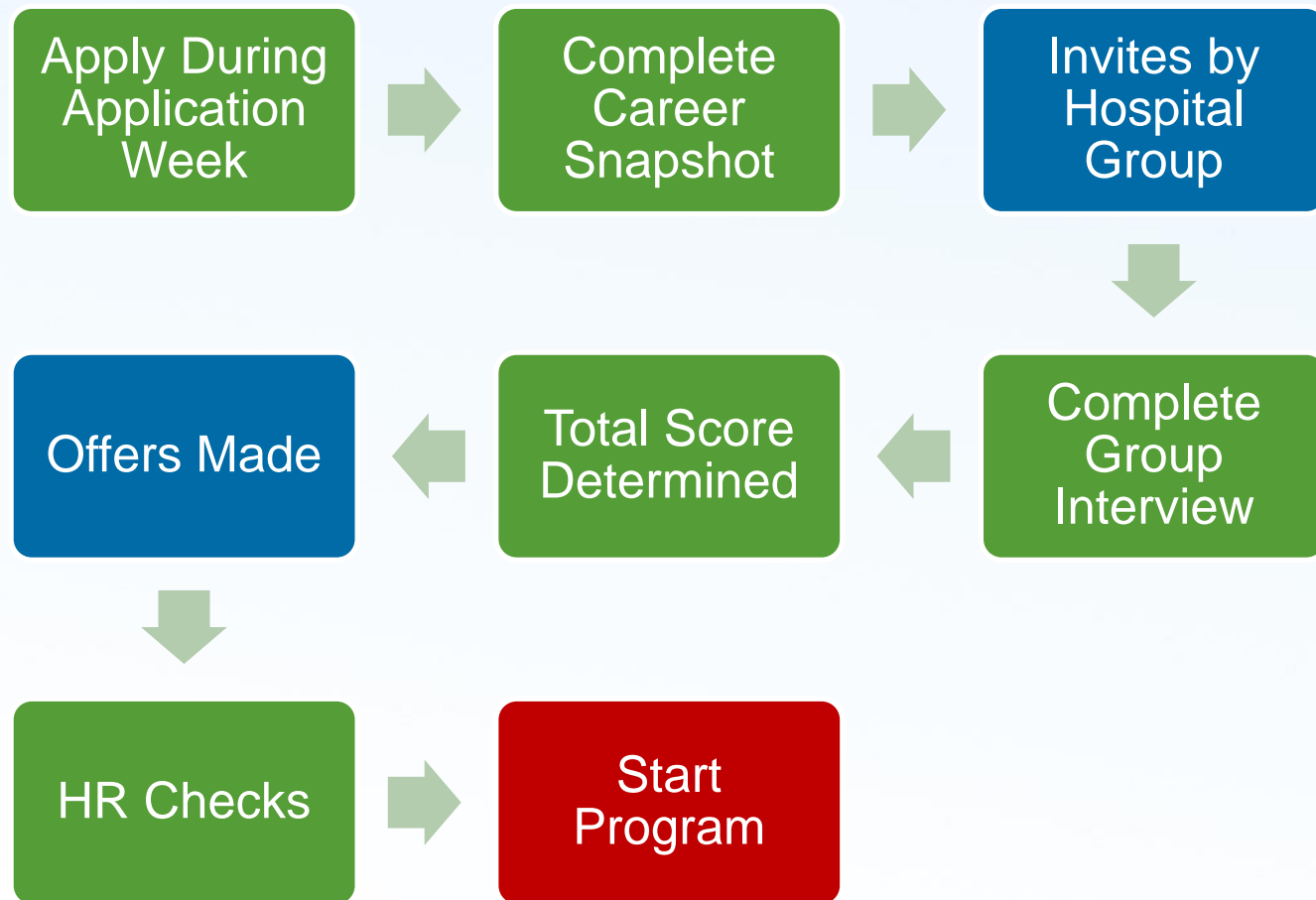


### Interview Presentation Grading Rubric

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

# Pathway to Admission

- All applicants receive a career snapshot on 2/2
- At each blue square, we have must make candidate decisions and will email all applicants
- Offers are based on comprehensive interview score



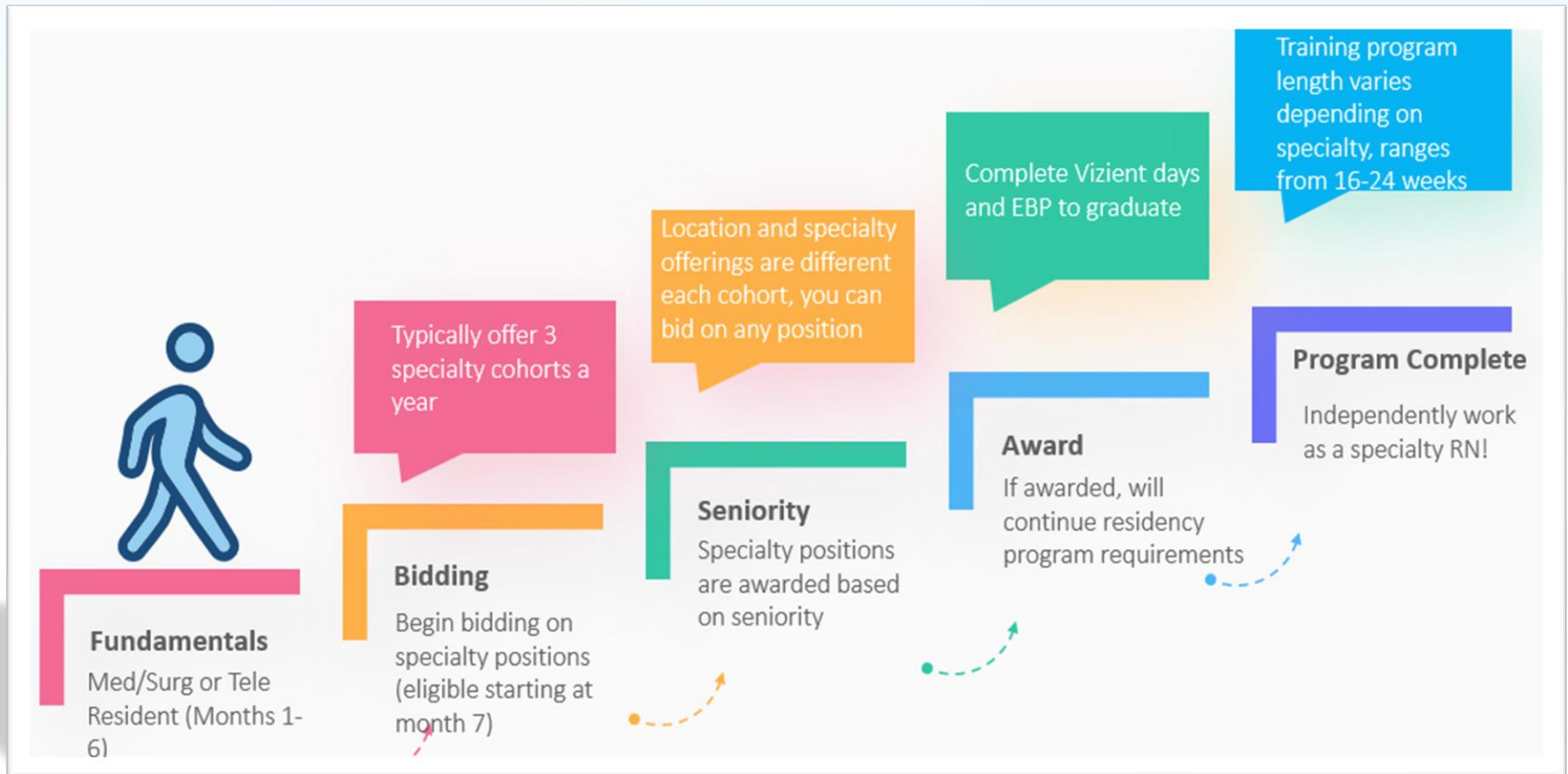
# In Summary

## Lori



# 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 more than 360 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 1/27-2/1
- Check your email daily (remember to check your spam/junk folders, too!) in case we have follow up questions
- If you do not receive a Career Snapshot by 2/3, please email us. They are due on 2/6 at 7pm.



# Questions?

- **Please enter your questions in the chat**
- If your question is not answered, please email: [NCAL-Residency-Program@kp.org](mailto: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/>

