

NORTHERN CALIFORNIA RN RESIDENCY WEBINAR

WE WILL START SHORTLY!

Agenda

About KP

Program Overview

How to Apply

Q&A

Introductions: Talent Acquisition



Colin Phalen
Talent Acquisition
Consultant



Nellie Bannister
Talent Acquisition
Manager

Introductions: Nurse Residency Program



Brandy Beazley, DNP,
CNS, RN
Clinical Site Coordinator



Darren Murphy, RN, MSN
Clinical Site Coordinator



Katy Rounsaville, MBA-
HCM, BSN, RN, CPHQ
Clinical Site Coordinator

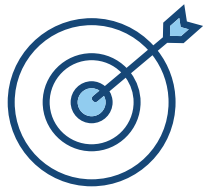


Kindra Brooks, MSN, RN,
PHN
Clinical Site Coordinator

Talent
Strategy &
Acquisition

ABOUT KAISER PERMANENTE

Mission & History



OUR MISSION | Kaiser Permanente exists to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

OUR HISTORY

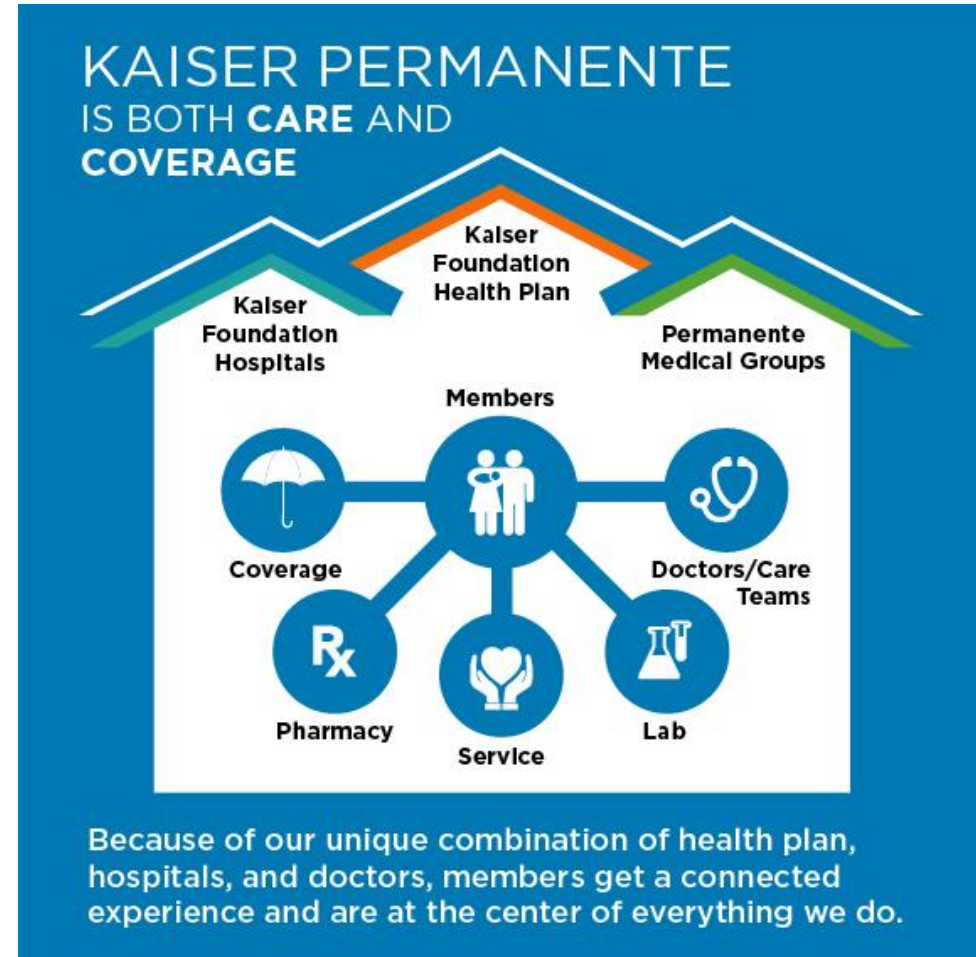
For nearly eight decades, we have responded to people's critical need for quality health care. Ever since stepping up during the Great Depression, we have led the way in compassionate, innovative health services that benefit not just our members, but our communities as well. And we're not done — in fact, we're just getting started.

About Kaiser Permanente

OUR STRONG FOUNDATION

Dedication to our mission and integrated model powerfully combine to provide higher-quality care and total health for more people, more affordably.

“Total health” means thriving in mind, body, and spirit.



Founded 79 years ago, **our unique business model sets us apart** – positioning us to drive improvements across the industry and around the world.

Talent
Strategy &
Acquisition

ABOUT THE PROGRAM

Nurse Residency Program Overview

Program Objectives

- The National Nurse Residency Program facilitates the transition of new graduate nurses from classroom learning to practical bedside application, empowering them to confidently navigate the dynamic healthcare environment
- Emphasis is placed on transitioning to professional nursing practice.

Program Structure

- **Start Date: September 23, 2024**
- Residents are initially assigned to a specific hospital, with training schedules to match their preceptor.
- **Initial 11 weeks:** Full-time orientation within Kaiser Permanente
- During the first 11 weeks, residents work 32 hours per week with preceptors and attend a paid 8-hour training session every week.
- **Post-orientation:** Transition to your designated position and schedule, starting December 9, 2024.

Transition to Practice Program Progression

Initial Training Schedule (0-3 Months)

- You'll receive your training schedule the week of your start-date
- **First Two Weeks:** Expect 8:00 AM to 4:30 PM shifts, Monday to Friday. Transition to your regular training schedule by week three

Initial Training Details

- Includes preceptor-led training, didactic sessions, and simulations
- Follow your primary preceptor's weekly schedule during this period

Independence and Professional Development (3-12 Months)

- Transition to independent practice within your hospital unit
- Attend monthly Nursing Professional Development Sessions as part of the Nurse Residency Program



Hub Coordinators

Guiding You Through Orientation:

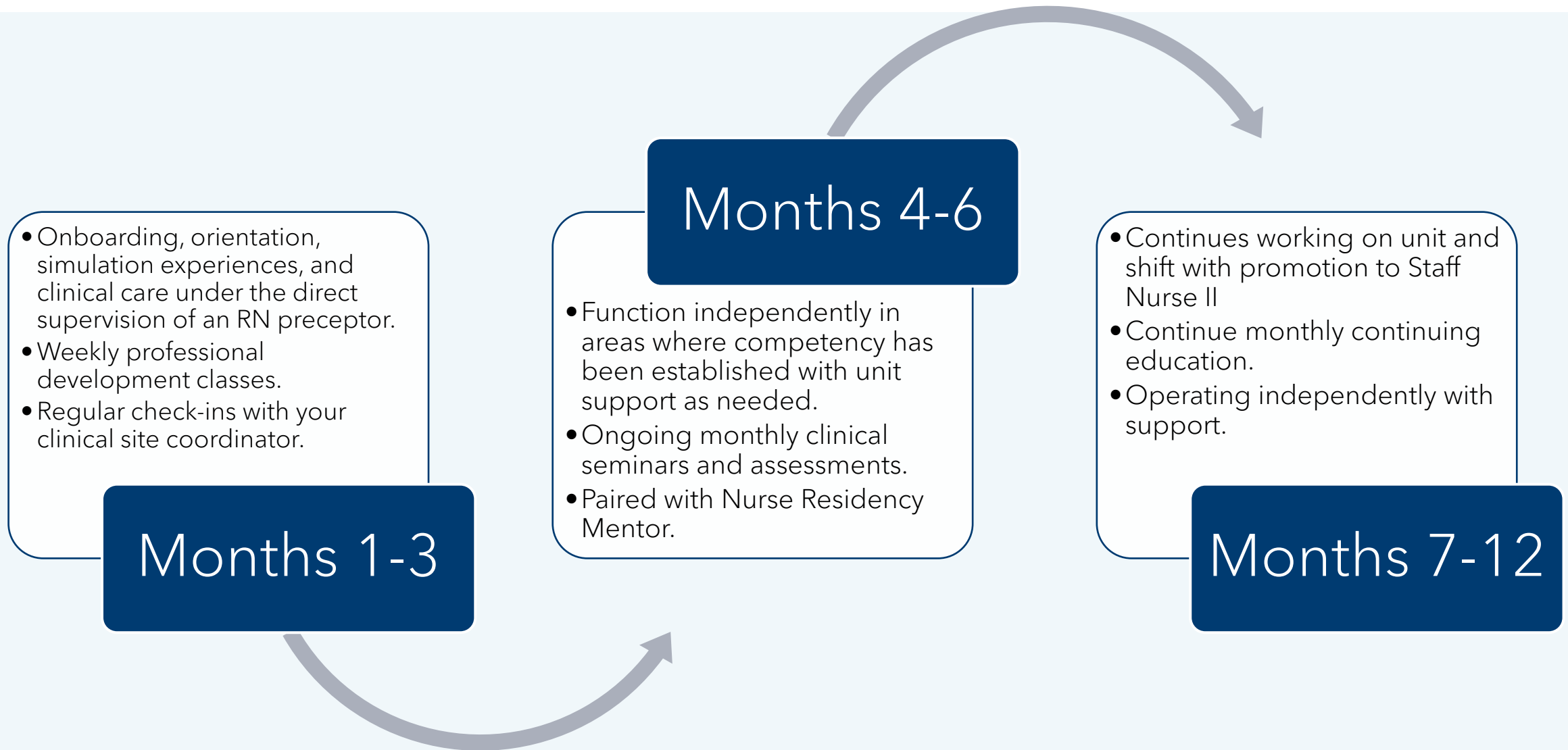
- Collaborate with managers during your orientation and onboarding
- Facilitate sharing of schedules with residents
- Oversee your transition to practice, ensuring a smooth integration into your role

Ongoing Support and Progress Monitoring:

- Regularly meet with residents, preceptors, and leadership to monitor your progression
- Ensure completion of orientation documents by residents and preceptors
- Provide ongoing support and guidance throughout the education and training process



Nurse Residency Program Structure



Talent
Strategy &
Acquisition

REQUIREMENTS & HOW TO APPLY

Program Requirements

Licensure and Certification

- Active CA RN License by May 29th. Applicants must at least have their ATT (Authorization to Test) when applying.
- CPR Certification: AHA BLS required upon hire; AHA ACLS preferred.

Education

- Must hold an Associate's, Bachelor's, or Master's degree in Nursing at the time of application, or be a licensed RN enrolled in a Direct-Entry Master's program
- Preference for candidates who have graduated within the last 12 months with their first-earned nursing degree.

Other Eligibility Requirements

- Must have no prior experience as an RN in an inpatient setting
- Must not require sponsorship for a work visa

Program Commitment



Must be OK with limited vacation time due to intensive training and mandatory classes



Full-time work schedule for the first three months (minimum 72 hours per pay period)



Some travel required during the first 12 months for training and simulation purposes

How to Apply

Prepare your KP Career Profile:

- Set up your profile ahead of applying on kaiserpermanentejobs.org
- Click "My Profile" to set up or update your profile in advance

Apply Between April 26 and May 2

- Search **#RNRSD** on the KP Careers site
- Only one position will be posted for all locations, **"Staff Nurse I - Nurse Residency Program, Cohort 10"**
- **Current KP Employees:** Apply using the internal KP Careers site
- All applications received during the open window will be considered

Email Vigilance Post-Application

- **Check Email Daily:** Including spam/junk folders
- **Initial Follow-Up:** Expect an email from NCAL-Residency-Program@kp.org regarding the candidate snapshot survey

Career Snapshot

- Timeline and Submission
 - **Receive:** May 3
 - **Due:** May 7
 - **Time to Complete:** 30 minutes
- Guidelines
 - **Read Thoroughly:** Ensure you understand each question before responding
 - **Single Submission:** Review your answers carefully and submit once

- Key Areas
 - Certifications: EKG/ACLS
 - Nursing GPA + Clinical Hours
 - Letters of recommendation
 - Work and volunteer experience
 - KP Experience
- Audits
 - **Random Verification:** Responses may be audited for accuracy
 - **Failure to Validate:** exclusion from current and future cohorts

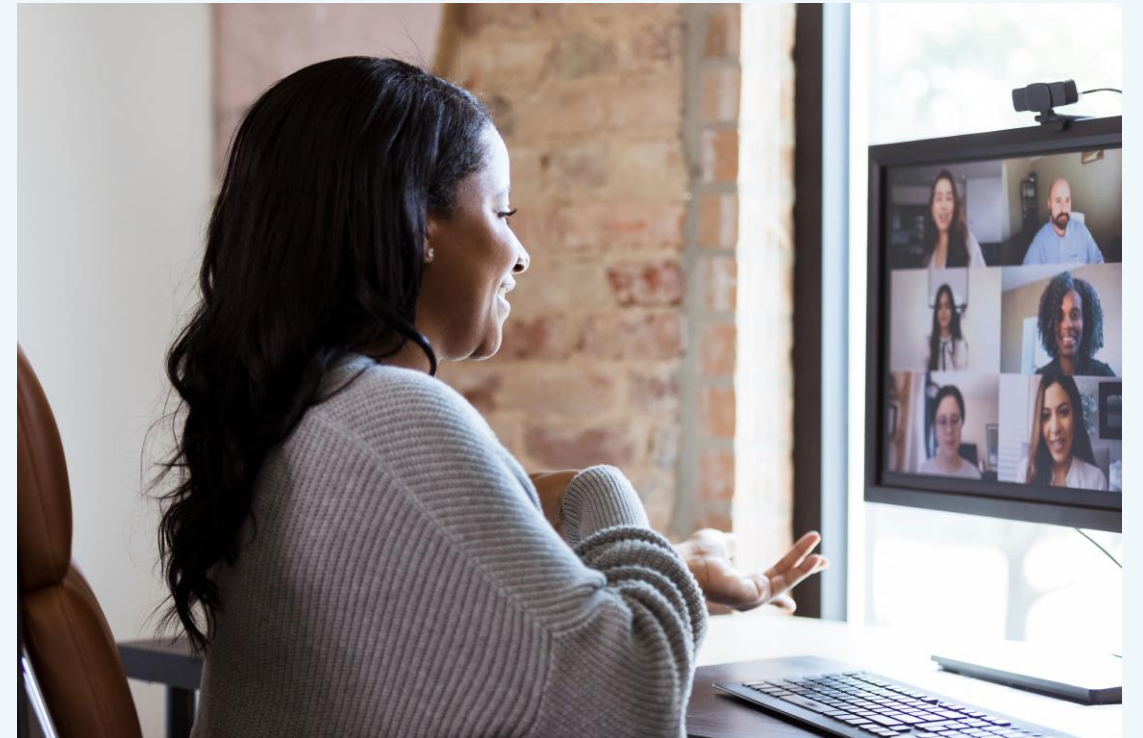
Interviews

Interview Details

- **Format:** Virtual group sessions with other resident candidates and KP nurse leaders
- **Dates:** Scheduled from May 29 to June 16

Notification

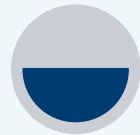
- Invites for interviews will be sent by May 17th
- You will receive a hiring decision by July 15th



Important Dates



Applications
Open:
April 26-May 2



Candidate
Snapshot Due:
May 7



Group
Interviews:
May 29-June 16



Cohort 10 Start
Date:
September 23

Talent
Strategy &
Acquisition

Q&A

PLEASE USE THE 'RAISE HAND' FEATURE OR TYPE IN THE CHAT

OTHER QUESTIONS? EMAIL NCAL-RESIDENCY-PROGRAM@KP.ORG