



Nurse Residency Program

Marion Health is now offering a nurse residency program. This evidence-based program provides twelve months of additional support and education for all newly graduated RNs.

The nurse residency program will begin with a dedicated educational week. Following that week, each cohort of nurse residents will have time monthly to gather together and debrief with others in similar situations.

Being in a cohort allows you to go through the transition to being a practicing nurse with others in the same situation. The nurse residency program will culminate in an evidence-based practice project that makes meaningful change in the hospital.

Activities in the nurse residency program include:

- Education on hospital-specific policies and procedures
- Gaining familiarity with different departments and resources
- Case studies to practice applying clinical judgement to patient scenarios
- Simulations designed to increase comfort with high stress/high risk situations, including medication administration, sepsis, respiratory distress, and cardiorespiratory arrest
- Debriefing sessions, designed to help process the mental and emotional aspects of nursing
- Designing, implementing, and evaluating an evidence-based practice project to meet a need the resident identifies in their home unit

Cohorts begin three times each year, in January, June, and September. All required nurse residency activities are paid time.