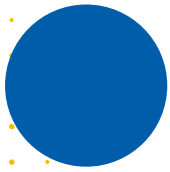


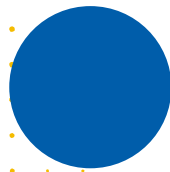


# Sky Lakes

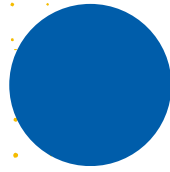
## Nurse Residency Program



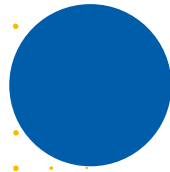
Build competency in the clinical application of nursing knowledge, skills, abilities, and behaviors



Support new graduate nurse's professional well-being throughout their first year of transition into the nursing practice



Promote an ongoing spirit of clinical inquiry, integration of evidence-based practice, and lifelong learning



Create a network of professional relationships to ensure future success.

Graduating from nursing school and moving into the practice of nursing is one of the first milestones for newly licensed nurses. It is also the moment when theoretical learning begins to connect with real-life scenarios. Nursing residency programs are crucial to assist the new graduates to develop clinical decision-making and leadership skills to enable them to flourish in dynamic and complex work environments.

At Sky Lakes we are proud to offer a 1-year nurse residency program that presents the tools, skills, and resources to be successful in the hospital setting. When you join the nursing team of Sky Lakes, we can take an active role in helping you feel at home in your new job.



CALL US 541-880-8129

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Klamath Falls, OR



[skylakes.org/careers](https://skylakes.org/careers)

# Frequently Asked Questions

## **Who is eligible to apply for the Nurse Residency Program at Sky Lakes?**

- o Nursing students who are preparing to graduate or have graduated and have less than 6 months of experience.
- o Additional eligibility requirements include:
  - BSN (preferred) or ADN/ASN (Commission on Collegiate Nursing Education (CCNE) or National League for Nursing Accrediting Commission (NLNAC) accredited program)
  - At the time of start date, candidate should have taken the NCLEX and hold an RN license for the state of Oregon
  - 18+ years of age eligible to work in the United States

## **Will I get to choose my care area for the residency program?**

- o Once accepted into the program, we will place you in a clinical area where you will gain knowledge and experience.
- o All new graduates can bid for an open RN position in their desired area during the second half of the program. Once hired into their permanent unit, they will begin the process of transitioning into that department under the guidance of an experienced preceptor.

## **I'm still in nursing school. Can I apply to be a nurse resident? When should I apply?**

Yes—as a nursing student you are eligible to apply for the residency program and should plan to apply approximately six (6) months prior to graduation.

## **What should I expect during the interview process?**

The interview will be conducted in person and will consist of an interview with the nursing leadership from various departments as well as a Human Resources representative. We also offer the opportunity to conduct the interview via WebEx technology when an in-person meeting is not possible.

## **What is the pay for a nurse resident?**

The current starting wage for a nurse resident is \$41.19 / hr not including differentials.

## **If hired into the residency program, what shifts and/or hours will I work?**

Each new graduate nurse will follow their preceptor's schedule which can include nights, weekends (every other weekend), and holidays.

## **Will I receive health insurance benefits as a nurse resident?**

Yes, the same benefits that are associated with a new hire apply to the RN residency program as well. You can learn more about benefits through the Human Resources Department

## **If I decide to pursue additional education, will the hospital reimburse some of my expenses?**

Yes, the hospital offers tuition reimbursement to eligible employees. Please contact Training and Development for details.

## **What if I do not pass the NCLEX?**

Nurse Residents who have not passed their NCLEX exam by the start date of the program are not eligible to start the program and will have their start date deferred to the next start date granted they have passed their NCLEX by that time.