Transition into Practice

How long does the Residency Program last?
Enrollment in the program lasts for 12 months.

What does the Residency Program consist of?
Participants will have two three-hour sessions each month. One session is called Facilitated Learning Session (FLS) and the other is Community.

What is the difference between FLS and Community?
FLS is focused on content such as disease processes, pharmacology, treatments, and assessment. Residents will meet leaders in the organization and be introduced to both policy and quality improvement processes. Residency will be interspersed with case-based scenarios to provide applied learning opportunities. Community sessions will focus on self-care strategies, communication techniques, and critical thinking skills.

How many sessions are required?
Participants are required to attend 75 percent of the sessions throughout the year in order to graduate.

Are participants paid and do they receive benefits while in the Residency Program?
Yes, participants are paid their full hourly rate and will be eligible for benefits.

Who is eligible for the Residency Program?
Nurses are eligible if they have less than six months of experience and have either a BSN or ADN. In addition, nurses who have additional experience, but may benefit from the program, will be evaluated on a case-by-case basis.

Is there anything that makes this Residency Program unique?
In addition to the schedule – which allows participants to enter the program sooner – Mercy has partnered with Des Moines University to offer Simulation for every resident in their fifth month of the program. Participation in the SIM experience will work in an interdisciplinary team with medical residents to assess and determine treatment plans for complex patient scenarios.

Which units are involved in the Residency Program?
Medical/surgical, telemetry, and the intensive care units at Mercy central campus and West Lakes are all involved. Intensive care nurses will utilize Essentials of Critical Care Orientation (ECCO), a program developed by the American Association of Critical Care Nurses, to gain knowledge specific to their patient population.

When does orientation to the unit take place?
Unit orientation will take place immediately upon hire and nurses will be enrolled in the Residency Program.

Who do participants work with during the Residency Program?
A unit based clinical resource nurse (CRN) will coordinate the schedule and pair participants with a staff member who has received training as a mentor. Participants will also interact with the education who will coordinate the Residency Program.

What is the application process for the Nurse Residency Program?
Participants should simply apply for any nursing position at Mercy Medical Center and, if qualified, will be enrolled.