



Community Memorial Health System

Where Excellence Begins with Caring

Nurse Residency Program

Your nursing career deserves to be the best it can be! The Community Memorial Health System's (CMHS) Nurse Residency Program provides a structured orientation experience that allows newly graduated RNs the support to begin their nursing career with confidence. The newly revised curriculum is designed to help you build a solid foundation for your career. Opportunities and the personalized assistance offered during this program will guide you for many years to come. Our program incorporates several methods of adult learning and emphasizes the development of clinical and leadership skills during the transition from student nurse to acute care professional nurse.

This comprehensive program is designed for the New Graduate RN starting a career in Adult Acute Care. Two programs will be offered each year beginning September 8, 2017.

Requirements include:

- Willingness to commit to the Nurse Residency Program and one year afterward
- Must be a graduate from an ADN or BSN program accredited by the National League for Nursing Accrediting Commission (NLNAC) or Commission on Collegiate Nursing Education (CCNE) by June 1, 2017
- Applications accepted through June 16, 2017
- Must have a current California RN license by August 15, 2017
- Must have no paid RN work experience prior to start of program
- Must have American Heart Association BLS by start of program

The CMHS Nurse Residency Program is a series of learning and clinical experiences designed to support the graduate nurse as she/he transitions into their first professional position. Nurses will work in a direct care role in the acute care setting in our academic medical center, Ventura campus. To apply for the program, please visit the CMHS career site. Applications are accepted twice a year, whereby top candidates are invited to a panel interview.

The 16 week program is divided into four areas and facilitated by content experts. The program will continue with monthly seminars (8 Nursing Grand Rounds) ending at graduation!

Frontline Nurse Leader

- Communication and Delegation
- Prioritization and Time Management
- Resource Management

Patient Outcomes

- Evidenced-based Practices
- Pain Management
- Patient Safety
- Responding to Emergencies

Professional Role

- Ethical Decision Making in Practice
- Mastering Nursing Documentation
- Nursing-Sensitive Indicators
- Social Networks in the clinical setting
- Stress Management and Self Care

Quality Safety Education in Nursing

- Critical Thinking
- Evidence-based Practice
- Informatics
- Knowledge (Technical Skills)
- Management of Responsibilities
- Patient Centered Care
- Safety

Evidence-based Project

At the end of 16 weeks, all RNs will work in teams to complete an Evidenced-based project.

Nursing Grand Rounds (monthly seminars)

Topics include:

- Panel Discussion (Graduated nurses return to talk with new residents)
- Conflict Resolution
- Coping with Workplace Culture (Civility vs. Incivility)
- Professional Development - Advancing Your Nursing Career
- Accreditation and Licensing
- Ethics, Moral Principles
- Stress Management
- Diversion Programs, how it affects you...

For more information please contact CMHS Nursing Administration at 805-652-5011, ex. 5007

Thank you,
Debbie Wilkes, MSN/MBA, RN
Manager, Clinical Education
Community Memorial Health System
