



WHAT IS THE NURSE RESIDENCY PROGRAM?

FHN's Nurse Residency Program supports new nurse graduates as they transition into their first professional role as caregivers.

Built on evidence-based curriculum developed by experts from academic medical centers and nursing schools across the country, the program focuses on three critical areas: **LEADERSHIP, PATIENT OUTCOMES, and THE PROFESSIONAL ROLE.**

This extensive 12-month program features a series of seminars to help resident nurses develop the clinical leadership skills necessary to become a successful member of the healthcare team.

FHN has partnered with the Vizient/AACN Nurse Residency Program™ to offer this formal, structured program for post-baccalaureate and associate degree nurses.



LEARN MORE

Learn more about nursing at FHN online at www.fhn.org/nursingcareers or contact FHN Talent Acquisition Specialist Carol Boeke, BSN, RN

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815-599-6706

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¹ Kovner, C.T., Brewer, C.S., Fatehi, F. & Jun, J (2014). What does nurse turnover rate mean and what is the rate?. Police, Politics, & Nursing Practice, 15(3-4), 64-71.

FHN – WE'RE HERE, FOR YOU.



FHN NURSE RESIDENCY PROGRAM



PROGRAM OBJECTIVES

The FHN Nurse Residency Program emphasizes critical thinking skills, incorporates research-based practice, patient safety, and professional development. It prepares resident nurses to:

- Care for patients with increasing levels of acuity and complexity
- Develop clinical nursing leadership at point of care
- Improve patient safety and quality of care
- Foster critical thinking skills
- Bring evidence-based practice to all aspects of FHN Nursing
- Strengthen the commitment to the profession of nursing and develop individual career goals

This 12-month program includes monthly seminars with nursing and organization leadership.

TOPICS INCLUDE:

- Stress management and self-care
- Patient care coordination
- Patient and family teaching
- Conflict resolution
- End-of-life care
- Ethical decision making
- Professional development and advancement programs



REQUIREMENTS FOR THE FHN NURSE RESIDENCY PROGRAM

- Hold an associate's, bachelor's, or master's degree in nursing science from an accredited institution
- Hold a current Illinois nursing license
- Participate in all Nurse Residency learning experiences and program components
- Complete program surveys and evaluations
- Complete an individual or group evidence-based practice project

Nurses who accept RN positions at FHN and have less than six months' experience will automatically be placed into the Nurse Residency Program.

NURSING AT FHN: ART AND SCIENCE

FHN Nursing is guided by our mission: Blending art and science to provide a holistic care experience through a patient's lifespan.

ABOUT FHN

FHN is an award-winning regional healthcare system and a not-for-profit organization with nearly 1,400 employees across northwest Illinois.

As the leading healthcare provider in northwest Illinois, FHN serves more than 1,500 people every day in five counties. Our 19 locations include FHN Memorial Hospital, The Leonard C. Ferguson Cancer Center at FHN Memorial Hospital, 13 family healthcare centers offering primary and specialty medical care, hospice, and outpatient mental health services.

ABOUT THE VIZIENT/AACN NURSING RESIDENCY PROGRAM™

Trusted by more than 450 hospitals and health systems nationwide, and adopted as the state model for Hawaii, Maryland, and Pennsylvania, the Vizient/AACN Nurse Residency Program™ focuses on new graduate nurses as they enter practice resulting in a retention rate of 92.7 percent vs. the national average of 82.5 percent.¹