

Legacy Health RN Residency Program

Frequently Asked Questions

1. What is Legacy's RN Residency Program?

- Designed by nurses for nurses, this unique nursing program prepares new graduate nurses by organizing and overseeing all aspects of their transition, thanks to a network of nurses who act as preceptors, mentors, and “debriefers,” supporting the new graduate nurse professionally and emotionally throughout the program, which lasts a full year. With proven success, after just 18 weeks of precepted time, new grads achieve the same competence and self-assurance as a nurse in practice for 18 months.
- There are typically two cohorts each year, one starting in August and one starting in February.
 - Positions may be available in any inpatient nursing specialty at any Legacy facility and vary for each cohort. All positions are full-time.
 - A mentor provides professional guidance along with acclimation to the unit of hire for a full year.
 - The 18-weeks of precepted time and curriculum is comprised of core and specialty curriculum and guided clinical experience.
 - The curriculum focuses on courses featuring current and emerging clinical guidelines and standards, labs and simulations.
 - A minimum of 18-weeks of clinical experience is led by expert preceptors at the bedside.
 - Routine debriefing sessions with trained facilitators provide a safe place to share experiences with other nurses in the cohort.
 - Looping experiences to different units enhance communication between health care professionals.

2. Do I qualify for the Legacy RN Residency Program?

- To qualify for the Legacy Health RN Residency Program, you must:
- ✓ Have graduated* from an accredited school of nursing with a BSN
 - ✓ Have an active RN license or be eligible to take and have passed the NCLEX exam to receive your license by the program start date
 - ✓ Have a minimum **3.25 cumulative** GPA from the school where you completed your BSN
 - ✓ Have less than 12 months of work experience in an RN role by the application deadline
 - ✓ Have a current American Heart Association BLS (Healthcare Provider Level) CPR card by the start date of the program

* Applicants must have graduated by the program start date and may apply before graduation.

3. Do I need to have my RN license when I apply for the program?

It is not necessary to have your RN license during the application process. However, you will need to have the applicable state RN license by the program's start date. Please keep in mind that Legacy Health is a hospital system with facilities in both Oregon and Washington, and that you must have the appropriate RN license for the state in which you will be working.
(The process to obtain an RN license can take 4-8 weeks, it is recommended that you begin the process as early as feasible).

www.legacyhealth.org



4. If I applied for the last round of the Residency program, do I need to submit all application materials again?

Yes, you will need to submit all the required materials each time you apply to the program. All materials will need to be re-submitted by the application deadline.

5. How do I complete the reference checking process, and do I need to submit transcripts?

References for the RN Residency program will only be requested from applicants who have been invited to second interviews with hiring managers. After the final interview, Legacy Employment Services may contact you via email to request your reference information. We do not request letters of recommendation.

An official transcript from an accredited school of nursing, showing completion of your nursing program and a minimum 3.25 cumulative GPA from the school where you have obtained your nursing degree, will only be requested from selected applicants who complete final interviews with hiring managers.

• Which materials are required for the application process?

a. On-line application

b. Professional résumé: Please upload a resume that provides a list of your clinical rotations (facilities & departments / number of hours). Include where you will complete or have completed your senior practicum or preceptorship if known. Include any previous healthcare related employment, additional education, accolades, volunteer work etc. if applicable.

c. A completed RN Residency Form. *You will receive a separate email prompting you to complete the RN Residency Form after you submit your application.* The RN Residency Form includes three essay questions: 1) Why do you believe completing a nurse residency program will be beneficial to your development as a professional nurse? 2) How has your background and lived experience prepared you to be effective in an organization that values diversity, equity and inclusion and is committed to being anti-racist, and how have you actively demonstrated your commitment to diversity, equity and inclusion? How would you see yourself demonstrating it here at Legacy? 3) Tell us why you wish to work as a Registered Nurse at Legacy.

6. The information on the application says I will need to sign a participation agreement, but I can't find it in the required documents.

The participation agreement will be signed only by the applicants accepted into the residency program. When you are extended an offer, you will be expected to sign the agreement. The complete agreement form will be provided to selected candidates to review and sign when an offer of employment is extended. Specifically, by signing the agreement form, candidates accepted into the RN Residency program will commit to working on the Legacy Health unit of hire for a period of 24 months.

7. What happens after I submit my application?

Once the recruitment period for the Residency program has ended, after the application deadline, all application materials are carefully reviewed for completeness and eligibility requirements. If you have submitted all required documents and you meet the minimum eligibility requirements, you will be invited to participate in the first round of interviews.

8. What is the first round in-person interview process and when does this occur?

Qualified applicants, deemed eligible for an interview, will be notified via email after the application deadline and will subsequently receive an email invitation to interview via a video platform where they will be asked to record answers within an allotted period. Participation in this first interview is a mandatory step for further consideration.

9. What happens after the first round in-person interview?

After the first round in-person interviews are completed, managers thoroughly review the application materials for each applicant. Managers then select and contact the candidates they wish to meet for a second and, most often, final interview.

10. When are the second interviews conducted?

Second interviews will be conducted from November up to mid-January for the winter cohort and from late May through July for the summer cohort. Exact dates depend on the availability of the hiring departments. If you are selected for a final interview, you will be contacted directly by a representative of a hiring department.

11. When do I hear if I've been selected to participate in the program?

Offers of employment are made as soon as possible and can be extended up to two weeks before the program start date. If selected to participate in the RN Residency Program, you will be hired into a full-time, benefited position on a specific Legacy unit.

12. If I'm not selected for the program, will I be contacted?

Yes, you will be contacted via email, even if you are not selected for the program; this communication happens approximately one to two weeks before the program's start date, which is as late as possible in order to allow all applicants to remain in consideration until all offers have been extended.

Due to the large number of applications we are unable to provide information to confirm the receipt or status of your application packet.

legacyhealth.org/careers

To access Legacy's RN Residency webpage, please click [here](#). Need help? Contact us at mresidency@lhs.org.