

# Legacy Health RN Residency Program

## Frequently Asked Questions

### 1. What is Legacy's RN Residency Program?

Designed by nurses for nurses, this unique program prepares new graduate nurses by organizing and overseeing their transition to independent professional nursing practice. Clinical experts lead an initial immersion phase that combines didactic classroom instruction, hands-on skills labs and simulations, while experienced nurse preceptors guide new nurses through unit-based shifts.

- Four cohorts are offered each year, beginning in February, June, August and November.
- Positions may be available in any inpatient nursing specialty at any Legacy facility and vary for each cohort. All positions are full-time.
- A Core Curriculum attended by all RN residents builds skills and knowledge in alignment with Legacy Health's Registered Nurse Core Competencies, modeled after the American Nurses Association (ANA) Nursing Scope and Standards of Practice.
- Specialty Core Curricula provides focused education specific to specialty of hire, including current and emerging clinical guidelines and standards of practice.
- A minimum of 16 weeks of clinical experience led by experienced preceptors at the bedside.
- Routine debriefing sessions with trained facilitators provide a safe place to share experiences with other nurses in the program, through the first six months of hire.
- A mentor provides professional guidance for a full year.
- Looping experiences provide exposure to other units and disciplines the RN resident will interface with as a RN.

### 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. BSN or degree in progress preferred.
- ✓ 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 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).c

[www.legacyhealth.org](http://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?**

References for the RN Residency program will only be requested from applicants who have been invited to interview with hiring managers after the application deadline. We do not request letters of recommendation.

**6. 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.*

**7. 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. Candidates accepted into the RN Residency program will commit to working on the Legacy Health unit of hire for a period of 12 months.

**8. 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, your application material will be provided to hiring managers for consideration.

**9. 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 three 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.

**10. 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.***