

# NURSE RESIDENCY PROGRAM

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## AT WILLIAMSON MEDICAL CENTER

### FREQUENTLY ASKED QUESTIONS

**Q: How often do you offer the program?**

A: The Nurse Residency Program is offered 2-3 times per year: January, June, and September.

**Q: When should I apply?**

A: You should apply at the beginning of your last semester: September for December Graduates; January for May Graduates.

**Q: What should I expect during the interview process?**

A: You can expect a panel interview method. The interview team is composed of various unit nursing directors.

**Q: Does Williamson Medical Center only hire new nurses into this program?**

A: Yes. Nurses with less than a year of experience are hired into the nurse residency program.

**Q: When do I have to sign the two-year commitment?**

A: You sign the agreement during pre-employment paperwork. The two-year commitment begins on your date-of-hire.

**Q: Who is eligible to apply for the program?**

A: Individuals graduating with a nursing diploma the semester immediately prior to the start date OR have already graduated with a nursing diploma and have less than one year of nursing experience.

**Q: What track options are available?**

A:

- Cardiac/Telemetry
- Operating Room
- CCU
- Orthopaedics
- ER
- Pediatrics
- Medical/Surgical
- Perinatal

*Note: Availability in some of the specialty areas may be limited.*

**Q: If I am graduating with a nursing diploma and have prior LPN experience, do I still need to participate in the nurse residency program?**

A: Yes. Even with LPN experience, nurses who have less than a year of RN experience and meet eligibility requirements for the nurse residency program will need to go through this program to begin their RN career.

**Q: Will I be able to attend school during the program?**

A: It is recommended to not attend school during the two-year nurse residency program.

**Q: How many nurse residents will be hired?**

A: The number of nurse residents accepted to the program depends on the staffing needs of each nursing unit.

**Q: Do I need to have passed the NCLEX to start?**

A: No. However, the NCLEX needs to have either been scheduled or taken by the end of the month that you start in the program.

**Q: Will I be able to take time off to take the NCLEX?**

A: Yes.

**Q: What if I fail the NCLEX?**

A: Nurse Residents are allowed a second opportunity to pass the NCLEX. Should you not successfully pass the NCLEX exam a second time, your employment with the facility will be terminated.

**Q: What shifts are available?**

A: Shifts are determined based on the availability and need of the nursing unit.

**Q: Is it full-time?**

A: Yes, 36 hours per week; three, 12-hour shifts per week

**Q: How long is the preceptorship?**

A: Typically 90-days. However, this program is individualized to each nurse in the program.

**Q: When do you start on the floor to which you're assigned?**

A: Your 12-week orientation will be on the floor to which you are assigned. Certain specialty units will require your 12-week orientation period to be held on one of the medical surgical units before you are permanently transferred to the specialty unit.

**Q: Do you offer tuition reimbursement?**

A: Education assistance is available to further your education.

**Q: Are there shift differentials?**

A: We offer differentials for week night, weekend day, and weekend night hours.

**Q: Are there benefits and retirement?**

A: All full-time employees including those in the nurse residency are eligible for benefits and can contribute to a retirement account.