



Nascentia 
Health

TOMORROW'S HEALTHCARE TODAY

Nurse
Residency
Program
in Homecare



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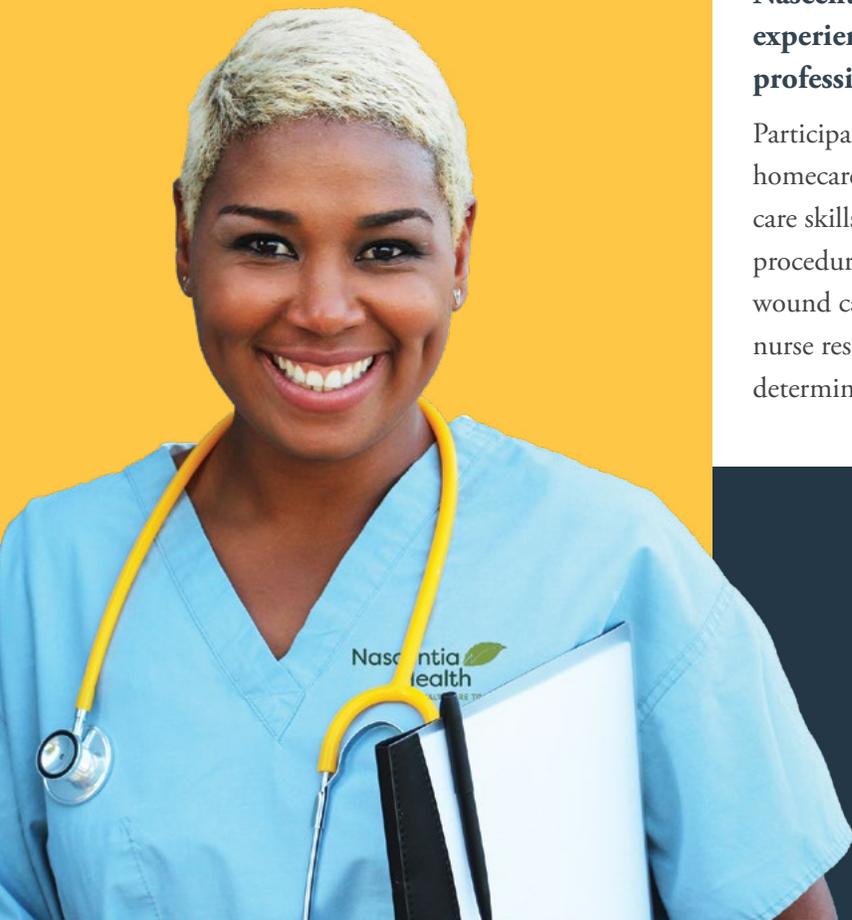
Nascentia Health

TOMORROW'S HEALTHCARE TODAY

nascentiahealth.org/NRP

"This is what nursing is all about—
a unique opportunity to develop a
one-on-one relationship with your
patient and work with them to
improve or maintain quality of life."

- JoAnn Racino, RN, Director of Clinical Education



Nurse Residency Program *in Homecare*

**Experience the difference of caring
for patients where they feel most
comfortable—right in their own homes**



For recent
graduates and
nurses with
less than a
year of clinical
experience



A 12-month,
structured,
one-on-one
transition into
professional
practice



Develop clinical
proficiency in
a home-and
community-
based
environment

**Nascentia Health's nurse residency program is a year-long
experience that offers new nurses an alternate entry into
professional practice in the growing homecare specialty.**

Participants engage in hands-on instruction from highly experienced homecare preceptors to develop critical assessment and acute care skills. Additional competencies specific to homecare include procedures such as wound VAC therapy, pleural drainage, IV therapy, wound care, and more. The program has a strong focus on cultivating nurse residents' ability to effectively identify and mitigate social determinants of health that impact patient health outcomes.

Program Highlights

- + Sign-on bonus
- + Student loan repayment
- + Tuition reimbursement
- + Excellent pay and benefits
- + No nights or weekends
- + No on-call hours
- + Company vehicle and paid mileage



Home care experts since 1890

Nascentia Health is a nonprofit healthcare provider headquartered in Syracuse, NY. As the area's largest and most experienced homecare organization, we provide cutting-edge, evidence-based care to patients across the life span. Our nurse residency program is rooted in our deep foundation of community-based care expertise.

+ Curriculum

During the 12 months of the program, participants will work one-on-one with experienced homecare instructors and will shadow skilled nurses on patient visits to hone their assessment, care management, and communication abilities.

Months 1-4

Novice Nurse to Advanced Beginner Nurse

- You're never alone! Learn new skills and assessments under direct supervision of a personal preceptor or mentor.
- + Complete a comprehensive assessment in simulated home environment
 - + Learn effective communication that improves patient outcomes and increases collaboration with interdisciplinary team
 - + Prioritize patient care and time management

Months 5-9

Advanced Beginner Nurse to Competent Nurse

- + Implement new skills in independent practice while still working closely with preceptor and mentor
- + Apply principles learned during the first few months of how social determinants of health impact disease management
- + Continue to develop and hone assessment and procedural skills, mastering homecare-specific assessments

Months 10-12

Competent Nurse to Proficient Nurse

- + Increase independent practice while learning how to care for patients from admission to discharge of their homecare episode
- + Begin case managing a small number of patients in collaboration with preceptor and mentor as you transition from the nurse residency program into Nascentia Health's clinical team

Months 12+

Proficient Nurse to Expert

- Continue working with mentor and nursing supervisor as you continue to grow and learn in the unique homecare nursing environment.
- It takes time to become an expert nurse, so your nursing supervisor and clinical leadership at Nascentia Health will mentor you through to expert level of nursing

+ Apply

Eligibility

Applicants must be graduating from an accredited nursing program or already have their ADN or BSN with less than one year of clinical experience.

RN License

Nurse residents must pass the NCLEX within three months of hire.

Apply Online

Fill out our application at nascentiahealth.org/NRP for consideration for our next cohort.



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