Nurse Residency Program in Homecare
“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

nascentiahealth.org/NRP
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.

<table>
<thead>
<tr>
<th>Months 1–4</th>
<th>Months 5–9</th>
<th>Months 10–12</th>
<th>Months 12+</th>
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<tbody>
<tr>
<td>Novice Nurse to Advanced Beginner Nurse</td>
<td>Advanced Beginner Nurse to Competent Nurse</td>
<td>Competent Nurse to Proficient Nurse</td>
<td>Proficient Nurse to Expert</td>
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<td>You’re never alone! Learn new skills and assessments under direct supervision of a personal preceptor or mentor.</td>
<td>+ Implement new skills in independent practice while still working closely with preceptor and mentor</td>
<td>+ Increase independent practice while learning how to care for patients from admission to discharge of their homecare episode</td>
<td>Continue working with mentor and nursing supervisor as you continue to grow and learn in the unique homecare nursing environment.</td>
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<td>+ Complete a comprehensive assessment in simulated home environment</td>
<td>+ Apply principles learned during the first few months of how social determinants of health impact disease management</td>
<td>+ 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</td>
<td>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.</td>
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<td>+ Learn effective communication that improves patient outcomes and increases collaboration with interdisciplinary team</td>
<td>+ Prioritize patient care and time management</td>
<td>+ Continue to develop and hone assessment and procedural skills, mastering homecare-specific assessments</td>
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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.