

Sky Lakes Graduate Nurse Residency Program

Our six month residency program offers new graduate nurses the tools, skills, and resources to be successful in the hospital setting. Graduate nurses enjoy a supportive environment committed to mentoring, coaching and learning. They participate in a structured program designed to ease their transition from new nurse graduate to confident caregiver.

Graduate Nurse Residency Objectives: The Graduate Nurse Residency Program strives to:

- Build competency in the clinical application of nursing knowledge, skills, abilities and behaviors at Sky Lakes Medical Center.
- Support new graduate nurses' professional well-being throughout their first year of transition into nursing practice.
- Promote an ongoing spirit of clinical inquiry, integration of evidence-based practice, and lifelong learning.
- Create a network of professional relationships to ensure future success.

Program Highlights: As a new graduate nurse at Sky Lakes, your transition into nursing practice will include:

- **Skilled Preceptor:** You will be paired with an experienced RN who will provide support, guidance, and feedback every step of the way.
- **Weekly Didactic Classroom Experience:** The heart of the program is a structured weekly group get-together which includes:
 - **Reflective journaling:** The new graduate nurse will bring a journal entry describing an experience from the previous week. This creates a rich environment for valuable discussion and learning.
 - **Weekly themes:** Each week we will discuss topics important to the new nurse:
 - Effective communication
 - Critical thinking
 - Anatomy of a med error
 - Professional role development
 - Delegation strategies
 - Change management
 - Team building
 - Dealing with workplace conflict
 - Research-based practice

- **Safe space:** Being a new nurse graduate can be a vulnerable time. The weekly group get-together is considered a “safe zone” where open discussion is supported and appreciated.

Employee Perks at Sky Lakes Medical Center

- Plenty of free parking
- Average 10-minute commute to the hospital
- Free 24-hour access to an on-site fitness center
- Health and wellness program available designed to help employees achieve a healthy work-life balance.
- Outdoor paradise! Klamath County offers just about every outdoor activity you can imagine, from biking, hiking, and kayaking to waterskiing, snow skiing, and fishing. Crater Lake is only 45 minutes away!
- Klamath Falls is a short drive to places such as Portland (5 hours), Reno (5 hours), San Francisco (6 hours), the Oregon coast (4 hours).

How to Apply to the Program

- At [Job Opportunities](#), go to the “Search Job Postings” section, click the dropdown button and select RN ONA
- Hit “Search”
- Scroll down and click “RN I Graduate Program”-Beginning (date)
- Click “submit your application”
- Follow the prompts
- You will receive a notice thanking you for applying once your application has successfully submitted.
- For questions please call our HR specialist at **541-274-4694**.

Frequently Asked Questions

Do I need to have taken the NCLEX before I start the Graduate Nurse Residency Program?

Yes, all hires MUST have successfully passed NCLEX by the program start date. If the candidate does not pass the NCLEX by the start of the program, they will NOT be eligible to start.

Do I need an Oregon RN license?

Yes, you cannot work as a RN at Sky Lakes without it.

Are all new-graduate nurses required to be part of the residency program?

Yes. The residency program is part of the formal orientation process for all new-graduate nurses hired by Sky Lakes Medical Center.

How long is the residency program?

The residency program lasts six months. You will first be paired with a preceptor for a six week rotation on a unit. At the end of six weeks, you will rotate to a new floor with a new preceptor for an additional 6 weeks.

The following units will be utilized:

- Medical
- Progressive Care (PCU)
- Post-Surgical Services (PSS)

What happens during the second half of the program (months 4-6)?

During the second half of the program, the new nurse graduate will be eligible to bid for an open RN position. Once hired, they will begin the process of transitioning into that department under close supervision. The nurse residents will continue to meet once a month for 3-4 hours with the focus of sharing experiences and taking a deeper look into real-life situations they are encountering.

How often does the residency program meet?

The residency group meets once a week for three to four hours during the first three months and then once a month thereafter.

If hired into the residency program, what shifts and/or hours will I work?

Each new graduate nurse will follow their preceptor's schedule which will likely include nights, weekends and holidays.

Will I be pulled in to work as regular staff if the floor is short-handed?

No, since you are not hired into a specific nursing unit while in the residency program, you cannot be asked to work as regular staff.

Will I get a job at the hospital once I successfully complete the program?

Yes. All successful candidates will be guaranteed a position at the medical center and be allowed to bid on open positions (both full time and supplemental).

What is the graduate nurse residency pay rate?

The current starting wage for nurse residents is \$33.85/hr not including differentials.

Will I receive health insurance benefits as a nurse resident?

Yes. The same benefits that are associated with a new hire apply to the RN residency program as well. You can learn more about benefits through the human resources department.

If I decide to pursue additional education, will the hospital reimburse some of my expenses?

Yes. The hospital offers up to \$5000 per year in tuition reimbursement to eligible employees. Please contact human resources for details.