

Continuous learning is integrated into the framework of Cleveland Clinic Nursing.

Nurse Residency Program

The Cleveland Clinic Nurse Residency Program is an innovative competency and simulation-based program that is one year in length. The program supports both new graduate nurses and experienced nurses entering into a new specialty. We honor and respect the experiences each nurse brings; therefore the program is tailored to meet each nurse's unique clinical and professional development needs.

The Residency Program has three essential components:

Core Residency Curriculum (Usually spans the first 10 weeks)

- Hands-on clinical practice with a coach
- Frequent goal setting and support from an Enterprise Residency Support Team Clinical Instructor
- Regular meetings with unit-based nurse leadership to evaluate progress

Four Clinically Based Residency Days

- Simulation, technical skills practice, and case-based learning specific to your clinical specialty area

One Professionally Focused Residency Day

- Opportunities for career growth and development at Cleveland Clinic are explored
- Graduation ceremony led by our Nursing Executive Team

The following nursing specialty tracks are available:

Med/Surg and Behavioral Health | Critical Care | Emergency | Pediatric | Neonatal | Women and Children

Throughout each component of the Residency Program there are four consistent themes:

Skills Acquisition

- Progressing from basic to the most complex, skill acquisition sessions focus on improving competence, confidence, efficiency and patient safety

Thinking in Action

- Developing the clinical judgment needed to rapidly recognize a change in patient's condition and the urgency of a clinical situation
- Participating in simulation events to practice rapid intervention, evaluation and interdisciplinary communication

Improving the Patient Experience

- Focusing on how to ensure patients have a positive experience while in your care
- Developing excellent communication and conflict management skills
- Utilizing best practices for educating patients and families, which decreases readmissions and improves compliance and health outcomes

Professional Development

- Opportunities and guidance on career progression including, but not limited to, involvement in shared governance, obtainment of certification and advanced degrees, bedside champion roles and career ladder participation



CLEVELAND CLINIC (main campus) |
AKRON GENERAL | FAIRVIEW HOSPITAL |
HILLCREST HOSPITAL



CLEVELAND CLINIC FLORIDA | EUCLID HOSPITAL | LUTHERAN HOSPITAL |
MARYMOUNT HOSPITAL | MEDINA HOSPITAL