

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 is comprised of 10-12 weeks of Core Orientation followed by 10 residency days throughout the first year culminating in a graduation and career building session.

### Core Orientation

- Hands-on clinical practice with a dedicated preceptor
- Regular meetings with unit leadership, your preceptor and a Nursing Professional Development Specialist from the Enterprise Residency Support Team
- Ongoing dialogue about current strengths, opportunities for growth and action steps to help ensure continuous progression throughout orientation

### Ten Residency Days that Focus on Four Themes

- Skills Acquisition
- Thinking in Action

- Improving the Patient Experience
- Professional Development

### Skills Acquisition

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

### Thinking in Action

- Developing the clinical judgment needed to rapidly recognize a change in patient's condition and identify and prioritize clinical interventions
- Example: high-fidelity simulation followed by a debriefing session allows for analysis of decisions made and their clinical rationale

### Improving the Patient Experience

- Developing excellent communication and conflict management skills
- Example: NAPPI and TeamSTEPPS® training

### Professional Development

- Opportunities and guidance on career progression
- Example: shared governance and bedside champion opportunities; Career Ladder

The following nursing specialty tracks are available:

**Med/Surg and Behavioral Health | Critical Care | Emergency | Pediatrics | Neonatal | Mother/Baby**



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



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