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