

Transition to Practice Program

Associate's Degree in Nursing (ADN) to
Bachelor of Science in Nursing (BSN)



Take the next step in your healthcare career by becoming a clinical nurse at BIDMC

- BIDMC's Nursing Department and BILH Department of Workforce Planning and Development have partnered with Emmanuel College of Nursing to develop a program which will support the Nurse Resident through managing career and educational commitments.
- BIDMC typically requires a Baccalaureate degree in nursing to enter into a new graduate nursing role. However, this specialized BIDMC Program creates a pathway to the Nurse Residency role for new Associate's Degree graduate nurses, by providing them with the opportunity to work as nurses and covering the costs of their studies in an RN to BSN Program at Emmanuel College.

Highlights of the program

- Hired into BIDMC as a Nurse Resident
- Enrolled into the RN to BSN evening programs at Emmanuel College with strong academic supports
- Scheduled for 36 hours/week with 32 hours working on their assigned unit and 4 hours of professional development commitments
- Registered into BIDMC's Transition to Practice Nurse Residency program, which includes onsite and online curriculum aimed at developing leadership, clinical judgement, and decision-making skills as a nurse

Supports in this program include

- Coverage of the cost of participants' tuition, books and fees
- Paid 8-week clinical practicum at start of program
- BIDMC's 12-week, competency-based orientation period for new nurses
- Transition to Practice Nurse Residency Program
- Assignment to a BIDMC nurse mentor to assist in the transition from school to clinical practice
- Other on-site supports, such as cohort meetings to facilitate shared learning
- Instruction from Emmanuel College professors
- Academic support from Emmanuel's Academic Resource Center
- Program staff to assist with managing professional and educational obligations and accessing resources as needed

Who is eligible?

In order to be eligible for this opportunity, applicants must:

- Be a graduate of an accredited Associate's Degree in Nursing program
- Obtain MA license by September 1, 2025
- Possess AHA Basic Life Support (BLS) certification
- Be able to participate in online learning modalities
- Be interested in building a career in nursing at an Academic Medical Center
- Be highly motivated and set high standards for self
- Be available to work 36 hours/week while also going to school

How are participants selected?

Applicants selected to participate in the program will be hired as full-time employees through a competitive application and interview process.

Applicants will be asked to fill out an application and submit transcripts and a personal statement. Applicants will then be informed if they have moved on to Round II, which consists of job shadowing, a panel interview and references.

Applicants must pass the NCLEX and have license information posted on the Massachusetts Health Professions License Verification website by September 1, 2025

Applications are now open!

Apply online at bidmc.org/careers

Search under keyword "Nurse Resident" or Job code: JR51639

Applicants will need the following to apply:

- Associate degree in nursing program transcript

- Updated resume

- Statement of interest

- One letter of recommendation from someone who has seen applicant's skills in a clinical setting

- At least one additional letter of recommendation

3. Application Deadline: **Program Deadline - June 30, 2024!**

Please email Bridget Gardner @ bgardner@bidmc.harvard.edu to register for an upcoming session.

Earn your BSN and transition to practice as an RN at a top teaching hospital!

Beth Israel Deaconess Medical Center (BIDMC) is taking proactive steps to diversify its nursing workforce. Toward that goal, we are offering an innovative, 2-year program for Associate Degree-licensed nurses who are interested in working at an Academic Medical Center while obtaining their Bachelor of Science in Nursing (BSN). This program will allow you to put your nursing education to work, earn a competitive salary and benefits, and progress towards your BSN in a supportive, cohort setting. For the first year, Nurse Residents will be a part of BIDMC's evidence-based Transition to Practice Nurse Residency program, a yearlong program focused on developing leadership, clinical judgement, and decision-making skills as a clinical nurse. Nurse Residents will spend their second year connecting to ongoing professional development and mentoring opportunities.

Beth Israel Lahey Health 
Beth Israel Deaconess
Medical Center



EMMANUEL
COLLEGE

Emmanuel College has been a leader in nursing education for over 40 years, and has partnered with BIDMC to provide an innovative RN to BSN program that prepares students for a rewarding and diverse nursing career at one of Boston's best hospitals.

Participants are encouraged to work at BIDMC for at least an additional two years following completion of the RN to BSN program.