

Nurse Resident FAQs

1. How long is the Nurse Residency Program?

The Nurse Residency Program (NRP) covers the first year of practice as a New Graduate Nurse. The NRP comprises of the following:

- A competency-based orientation on your unit of hire with a one-on-one preceptor, this typically lasts for 12 weeks.
- Participation in the Vizient/AACN Transition to Practice Program, a one-year program consisting of monthly seminars where you will learn key transition skills together with other new nurses in your cohort. You will learn core skills in interprofessional practice; person centered care; leadership; nursing quality and safety, and scholarship for nursing in practice in the clinical setting.
- Time in SIM during orientation to learn and explore key nursing concepts.
- Access to our Mentor-Match site to select a professional mentor

2. When are the Nurse Residency Program start dates?

This varies by program. Please see the drop downs or the box on this page for more information.

3. Who is eligible for the Nurse Residency Program?

Nurse residency programs are designed for new nurses who graduated from nursing school within the last 12 months.

4. Can I apply for a Nurse Residency even if I haven't finished my nursing program?

Yes, you are eligible to apply when approaching your graduation date in your senior year. Our talent acquisition partners will work with you to make sure you complete all the requirements of the position prior to starting.

5. What if I haven't taken the NCLEX or do not yet have my results, can I still be hired into the Nurse Residency Program?

You are invited to apply before you pass your NCLEX exam. You must pass your NCLEX and be licensed as an RN 2 weeks prior to your start date.

6. What kind of support and resources are available to nurse residents during the program?

We have many resources to ensure your success. This includes:

- Your Transition to Practice group coordinator and facilitator who will lead your monthly seminars
- Your dedicated on-unit preceptors, who will be with you throughout your unit orientation period
- Experienced nurses in a unit educator role, who are based right on your unit and will help you continue your learning beyond orientation

- More than 15 nurse specialists, highly skilled and experienced nurses who serve as valuable resources for both general patient care and a wide range of clinical specialties.

In addition, frontline clinical nurses serving in a Nurse Fellow role as part of our nurse recognition program provide on-unit expertise and consultation, and your experienced colleagues will be eager to partner with you in our formal Mentorship Program after your orientation, to help you continue to chart your own path of professional growth.

7. What specialties or areas of nursing are included in the nurse residency program?

We recruit Nurse Residents primarily into our Med/Surg, Neuroscience, Cardiovascular, and Transplant medicine units.

We are committed to helping you develop a great foundation of nursing knowledge and skills through the Nurse Residency Program and provide pathways for ongoing professional development and career advancement throughout your years at BIDMC.

We promote and actively support the transition of our NRP graduates to positions in critical care units such as our ICU, NICU, ED, OR, L+D, following completion of the NRP.

8. How do you select candidates for participation in the nurse residency program?

We consider a variety of factors, including your educational path, clinical experience, and more. Please be sure your resume and cover letter highlight your strengths, experiences, and what makes you a great addition to our extraordinary nursing team!