The Nurse Residency Program (NRP) was developed in 2009. Funding for the NRP is provided by the Martin Health System Foundation.

The purpose of the NRP is to provide an essential, structured and guided support system to the new nurses joining Martin Health System. Clinical Education Consultants are there to support nurses in their professional development, as well as, a resource person for questions and collaboration, and to enhance patient safety and improve nursing practice.

The NRP will expose participants to subject matter experts within the organization and provide hands on opportunities to assist with their professional development. NRP participants will also be exposed to High Fidelity Simulation to enhance critical thinking skills through simulating clinical experiences (SCE).

In order to be considered, applicant must have graduated from an accredited nursing program and have a current FL nursing license. Bachelor’s Degree with a major in Nursing, preferred.

The objectives of the program are to;

- Enhance the knowledge base of new acute care nurses through integration of critical thinking skills, interpersonal skills, and technical skills within the Martin Health System.
- To provide the opportunity to apply the skills and knowledge required to care for assigned patients in a clinical setting, under the direction of an RN preceptor.
- To facilitate the transition of new acute care nurse to the role of the professional nurse who can function safely and effectively within the acute care setting.

The participants will:

- Support the Mission, Vision, Values and Goals of the organization.
- Perform in a professional and respectful manner.
- Seek learning opportunities throughout the clinical experience and take advantage of the ongoing education to develop professionally as a Registered Nurse.

The program consists of a ten (10) week clinical orientation:

- The first two weeks the nurses will work with the clinical education consultants on didactics and simulation exercises in classroom and lab settings.
- Then nurses will begin a six (6) week rotation throughout the health system. This includes, Medical Center, Hospital South and Tradition Medical Center as well as day and night shifts.
- After “home unit” selections, the nurse will orient for two (2) weeks on the unit in which they have been selected for a full time position. This allows for the gradual progression from partial to full patient assignment.
- A two year commitment following assigned home unit