

NICU NURSE RESIDENCY

The St. Elizabeth NICU Nurse Residency program includes didactic classes, computer-based and simulated learning combined with hands-on training in a clinical practice-based environment, facilitating the nurse to transition through four phases of orientation, based on Patricia Benner's "Novice to Expert Model".



Each step builds on the previous, while the nurse gains clinical expertise. The preceptor will continually evaluate the progress of the nurse in order to plan and individualize the orientation process. The new nurse will progress through orientation with Preceptor Assistance, Preceptor Coaching, and onto independent practice with Preceptor as a Resource.

The NICU Nurse Residency program promotes evidence-based practice, clinical excellence, professional development and a healthy work environment, which fosters nurses who are prepared and empowered to positively impact and improve the quality of healthcare in neonatal nursing.

Additionally, this program aims to create a strong social network that promotes a sense of community, support, team building and professional development.