

Eligibility Requirements:

- United States citizen
- Graduated from a CCNE or NLNAC accredited program with a BSN or MSN serving in their **FIRST nursing role.**
- Minimum cumulative grade point (*average of 3.00 on a 4 point scale*)
- Current, unrestricted RN license (or NCLEX scheduled before **June 30, 2017**)
- Must pass pre-employment medical exam
- Must be able to complete 366 days of training starting **August 2017**
- **No Nursing course lower than a B**

Application:

If you meet the stated requirements above and are interested in the 366 days trainee program, please request an application packet from Anthony Montecalvo, Nurse Recruiter at 401-273-7100 (X 3572) or

Anthony.Montecalvo@va.gov Prepare to submit the required information:

- Resume, Application, Declaration, and Cover Letter
- Personal statement—300 words “I am interested in the VA Post Baccalaureate Nurse Residency Training Program because”
- Transcripts-in sealed envelope
- **4 Letters** of Support: Dean of Nursing and 2 Faculty, at least 1 Clinical all on college letterhead and 1 professional reference.

Application Deadline: March 1, 2017
Interviews: May 2017
Selection Notification: June 2017

Facility Spotlight

The PVAMC is a Pathway to Excellence designated 73-bed facility that provides tertiary medical, surgical and psychiatric care and a full range of outpatient services. Our catchment area includes all of Rhode Island and some of Massachusetts, including Cape Cod. The PVAMC Mission is to honor America's Veterans by providing exceptional healthcare that improves their health and well-being. The organization's vision is to continue to be the benchmark of excellence and value in healthcare and benefits by providing exemplary services that are both Veteran-centered and evidence-based. The vision emphasizes prevention and population health and contributes to the Nation's well-being through education, research, and service in national emergencies. The Core Values are Integrity, Commitment, Advocacy, Respect, Excellence ("I CARE"), and the Core Characteristics are Trustworthy, Accessible, Quality, Innovative, Agile, and Integrated.



Providence VA Medical Center (PVAMC) Post Baccalaureate Nurse Residency Training Program **2017-2018**



Program Description

On June 7th, 2013, the Office of Academic Affiliations (OAA), Washington DC, approved the Providence VA Medical Center as a site for the **Post Baccalaureate Nurse Residency Program (PBNR)**. The program provides funding (stipends / benefits) and training for six nurse residents, who will be exposed to unique clinical education and practical application across the continuum of Veteran Care.

Veteran-centric continuity of care will be stressed in transitions of care from acute care inpatient settings to outpatient settings, including community based clinics and TeleHealth. Resident may have an opportunity to tailor their rotations based on preferences and skill needs. As a capstone project, each resident will collaborate with facility experts in developing an evidenced based practice project related to a clinical question that arises during their clinical rotations. The **mission of the PBNR Program** is to support the transition of the entry-level, advance beginner nurse to a competent confident and safe professional nurse. The **goal of the PBNR Program** is to prepare nurses to provide safe, high quality care for our nation's Veterans.



Reimbursement Compensation

- Resident appointments are for 1 year and 1 day to accrue benefits
- Salary = Stipend from OAA
- Benefits (4 hours of sick leave and 4 hours of vacation or annual leave per 2 week pay period)
- Nurse residents are considered trainees. If a resident is hired following a successful residency, the time in residency does not count toward initial hiring probationary period.

Structure of the Post Baccalaureate Nurse Residency Program

All activities related to the program are incorporated throughout the 12-month experience according to the following timeline:

Phase I (months 0-4) consists of:

- Nursing Orientation
- Introduction to leadership skills, improvement of patient outcomes, and RN development in the professional role.
- An introduction to area-specific scope of service, policies, and procedures unique to the clinical environment and patient population.
- In this phase, generic and specific competencies, such as interpersonal skills, decision-making, and technical skills appropriate to the nurses in their first nursing role are the areas of focus.

Phase II (months 5-9) Increasing development of leadership skills, improvement of patient outcomes related to evidence-based practice, RN development in the professional role and Startup of Evidenced-Based Project Activities.

Phase III (months 10-12) consists of Synthesis, Assessment, Completion of Evidenced-Based Project, and Program Evaluation.

As a post baccalaureate nurse resident, you will receive a stipend and benefits during your year of advanced training. You will be an integral part of an interdisciplinary team and have the opportunity to enhance clinical and leadership skills in a variety of clinical settings. As a successful graduate of the program, you will be well positioned to initiate your professional nursing career.



Program Contacts

Nurse Recruiter

Anthony Montecalvo, CRT, MSN, RN, CNOR

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