

Beth Israel Deaconess Medical Center Associate Degree Nurse Residency Program

Earn your BSN while working 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, BIDMC is offering an Associate Degree Nurse Residency Program. BIDMC is seeking recent Massachusetts Associate Degree -licensed nurses who are interested in working at an Academic Medical Center while obtaining their Bachelor of Science in Nursing (BSN) and continuing to build their careers in the organization. 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.

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

BIDMC's Department of Workforce Development and Department of Nursing have partnered with Emmanuel College to develop a program which will support the Nurse Resident through managing career and educational commitments.

BIDMC requires a Baccalaureate degree in nursing to enter into a Clinical Nurse I new graduate role. The BIDMC Associate Degree Nurse Residency program creates a pathway to the CNI 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:

Nurse Residency participants will be:

- Hired into BIDMC as a Nurse Resident;
- Enrolled into the RN to BSN evening program at Emmanuel College;
- Scheduled for 32 hours/week on their assigned unit;
- Paid for an additional 4 hours/week for protected time, which might include cohort or mentor meetings, or study time; and
- Expected to participate in a series of onsite educational opportunities (e.g., hospital orientation, nursing orientation, educational days, Lunch and Learns) to help facilitate the assimilation of clinical theory and concepts into nursing practice.

Supports in this program include:

- Coverage of the costs of participants' tuition, books and fees
- BIDMC's standard 12-week, competency-based orientation period
- Participation in a cohort
- 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
- Associate Degree Nurse Residency Program staff to assist with managing professional and educational obligations and accessing resources as needed

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 prior to the start of the Residency Program in August 2019.**

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 licensure by July 2019;
- 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; and
- Be available to work 32 hours/week while also going to school.

Participants are encouraged to work at BIDMC for at least an additional 2 years following completion of the RN to BSN program.

Application Process

- Applications will be available online beginning May 2019
- 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; and
 - At least one additional letter of recommendation.
- **Application Deadline: 5/30/2019**

For more information on the Associate Degree Nurse Residency program, please contact Bridget Gardner, Program Manager in Workforce Development by emailing bgardner@bidmc.harvard.edu or calling (617) 975-9839.

Join us for one of our Information Phone Sessions:

Friday, May 3, 9:30 AM – 10:30 AM

Thursday, May 9, 12:00 PM – 1:00 PM

Dial-In Number: (866) 528-9731 Conference Code: 778837