



1. What is the Prisma Health-Upstate Nurse Residency Program?

The Prisma Health-Upstate Nurse Residency program is a robust evidence-based residency designed for new RN graduates to reach the following goals:

- Help bridge the academic preparation to clinical practice gap
- Support the transition of the new RN graduate into the practice environment, encompassing both professional and personal growth
- Provide and prepare the new RN graduate with the foundational knowledge, skills and competencies required for safe, quality nursing care
- Provide and prepare the new RN graduate with knowledge, skills and competencies in the chosen area of practice.
- Build a confident and competent professional through evidence-based practice, development of critical thinking skills and decision making and communication strategies

2. What are the Program components?

- Structured orientation plan (10-24 weeks, dependent on cohort) guided education, training and precepted time with experienced RNs
- Clinical and professional development sessions
- Simulation and skill lab experience using current professional curriculum, standards and evidence-based guidelines
- Reflective practice sessions to aid in development of self-care and resilience
- Engagement with Prisma Health-Upstate clinical experts and leaders

3. Am I required to sign a contract?

- You are required to sign a two (2) year contract stating you will stay employed at Prisma Health-Upstate for two (2) years and on your unit of hire for one (1) year, after successful completion of the Nurse Residency Program. Moving to another unit after one (1) year will require approval from the Chief Nursing Officer (CNO). Failure to complete the two year contract of employment will result in a repayment of your training cost to the organization.

4. How will I find out if I am accepted into the Nurse Residency Program?

- You will be notified by a Prisma Health Talent and Acquisition team member regarding acceptance into the Nurse Graduate Residency Program. At the time of offer, the Talent and Acquisition team member will provide you with the final destination clinical unit in which you are to be transitioned to post residency completion. Based on the competitive nature of this program, offers will have an acceptance deadline.
- If you are not accepted into the Nurse Residency Program for the cohort that you interviewed for, please consider applying to other cohorts where you have interest. Based on the competitive nature of this program, application, interview selection and offers occur in structured timeline. Please note-completed applications are reviewed and interviews selected on a first come, first serve basis.

5. If I receive an offer into the residency program what do I do?

- The Talent and Acquisition team member will instruct you the on next steps, once you have been offered and accept a position in the residency program. This information will include a residency start date and pre-hire requirements. It is critical that you complete all pre-hire requirements in a timely manner.

6. Can I take time off while in the residency program

- As the content of the program is critical to your success, there will be no requests for time off during the Nurse Residency Program. There will be two times during residency that you will be able to request schedule alterations for your unit-based clinical time as long as we follow the primary/secondary preceptor structure; otherwise you are expected to follow the schedule.

7. What type of BLS certification is required by GHS?

- Prisma Health-Upstate only accepts American Heart Association (AHA) issued BLS provider completion cards. Having an AHA BLS card in advance is preferred but if you do not have a current card then you will need to complete the GHS course within fourteen (14) days of hire. The time required to complete the BLS certification will be in addition to your residency curriculum.

8. The Nurse Residency Program covers all eight campuses in the Greenville Health System.

- Each Prisma Health-Upstate campus is unique in the service lines offered at each facility. Please review the Nurse Residency web page for the cohorts that are available at each location. Unit descriptions are provided at time of interview.

Thank you for your interest in the Nurse Residency Program!