

Nursing Residency Program

Opportunities await at Spectrum Health

At Spectrum Health, we are proud to offer a nurse residency program to support our new graduate nurses in Grand Rapids. This program helps you navigate the transition to professional practice and is intentionally structured to deliver content throughout your first year.

Our program is designed to:



Increase clinical confidence



Provide peer support



Develop relationships across the organization

The nurse residency program is led by nurse educators and emphasizes learning in these key areas:

- Self-care and wellness
- Challenging communication
- Critical thinking
- Evidence-based practice
- End-of-life decision making
- Professional career development

As a new nurse, you can begin your career:

- 1 As part of the New Grad Float Pool.** This is a unique opportunity at Spectrum Health, affording you the ability to work on a variety of units to see what the best fit for your career path may be.
- 2 On a specific unit.** If you have your heart set on a specific type of care or population, you can begin your career in many of the clinical areas listed.

Both options are supported by the Nurse Residency Program.

Nurses are included in the program if they:

- Are a new graduate with any nursing degree.
- Are working in full or part-time positions.
- Have an active nursing license prior to start date (but you can apply and interview for a position before taking the NCLEX)



Clinical areas participating in the program

All new graduate RNs hired into the areas listed below are automatically enrolled in the Nurse Residency Program. Participation in the program transitions with you throughout the system, as long as the area participates in the program.

Adult Tracks:

- **Critical Care**
 - Cardiothoracic ICU/Cardiovascular Recovery Unit
 - Medical ICU
 - Neuro ICU
 - Surgical ICU
- **Non-ICU**
 - Acute Health/Med-Surg
 - Bariatrics/Digestive Disease/Urology
 - Inpatient Rehabilitation
 - Neurosciences
 - Oncology
 - Orthopedics
 - Trauma/Burn
- **Women & Infant Services**
 - Antepartum
 - Labor & Delivery
 - Women's Health
- **Emergency Department**
- **Surgical Services**

Pediatric Tracks:

- **Critical Care**
 - Neonatal ICU (NICU)
 - Pediatric ICU (PICU)
- **Non-ICU**
 - Acute Health/Med-Surg
 - Behavioral Health
 - Cardiology/Nephrology/Burn
 - Hematology/Oncology
 - Neurosciences
 - Orthopedics/Trauma
- **Emergency Department**
- **Surgical Services**