

Frequently Asked Questions (FAQ)

When does Adventist Midwest Health hire new grad RNs?

Adventist hires graduate nurses when "New Grad RN Residency" positions are posted on our career site in early spring for programs starting in August and in the fall for programs starting in March. The next program will begin August 2015. However, the position can be posted at other times, as well. This position can be found at www.adventistmidwestcareers.com under "Adventist Hinsdale Hospital".

What can I expect from the new grad residency program?

Our 12-month program is designed to focus on the new graduate nurse's transition from education to professional nursing practice. The residency program will incorporate regional and hospital specific orientations, individualized development plans, co-hort meetings, along with the coaching and support of experienced preceptors which will facilitate the acquisition of the skills needed for the role of a professional nurse.

What are co-hort meetings?

Co-hort meetings are designed to provide you with clinical skills and transition skills such as teamwork, collaboration, delegation, prioritization, and safety. You will be introduced to experts in the organization who present their areas of expertise. You will also work with peers on an evidence based performance improvement project that will impact your individual unit.

Is there a commitment requirement? What if I don't keep the commitment?

Yes, we ask that you commit to a minimum of two years continuous, uninterrupted full-time employment with our organization. If you don't keep the commitment, you will need to pay back a pro-rata amount of expenses upon separation.

What units hire new grads?

We hire into a variety of units to include, but not limited to: Med/Surg, ICU, PCU, ED, OB, Labor & Delivery, OR (etc). Availability is based on facility needs.

How many positions will you be offering for your March 2015 New Graduate Nurse Residency?

The number of positions for each new graduate nurse residency program is based on current and projected staffing needs at the time of the new graduate recruitment.

What are the requirements for nurse program positions?

- *Must be a graduate of a U.S. state-approved and accredited nursing program*
- *Must have a current unencumbered Illinois RN license by program start date (unless otherwise specified)*
- *BSN required*
- *Must have a current CPR certification appropriate for a health care provider*
- *Must have had less than 6 months of work experience as an RN and this experience must **not** have been in an acute care setting (Physician Office, School Nurse, Long Term Care, and Assisted Living experience would be considered admissible)*

What if I have a MSN? Am I eligible?

Yes. BSN and MSN graduates are eligible to apply. At this time, we are not considering ADN's unless you are a current Adventist employee.

Can I apply for a New Grad position before I get my RN license?

*Yes, you can **apply** before you have your Illinois RN license, but you must have your Illinois license in hand by your start date to begin working on the unit. (August 2015)*

We will not be looking at license-pending candidates at this time.

I am a newly graduated RN and I have begun to work as a nurse on a Med Surg Floor of another hospital. I have worked there for just 4 months. Am I still eligible to apply for a new graduate position?

No. To be eligible for our new graduate program, you cannot have acute care experience as a nurse by the new graduate program's start date.

I am a newly graduated RN and I have begun to work as a nurse in long term care I have worked there for just 4 months. Am I still eligible to apply for a new graduate position?

Yes. We would consider your application viable for the new grad program because your experience was less than 6 months in a sub-acute care setting like Long term care, school nurse, physician office etc.

Do I need to resubmit my documents if I have already submitted them in the past 12 months?

Yes.

I'm a current Adventist employee. Do I need to apply through the New Graduate Nurse Residency program?

Yes. Adventist employees must complete the New Graduate Nurse Residency application process in its entirety along with the Gallup Nurse assessment in order to be considered for a new grad position.

Do you have to be a resident of Illinois to apply to Adventist Midwest Health's Graduate Nurse Residency program?

No, out-of-state candidates are eligible for the program if they meet the position requirements.

Can I apply for other RN positions, such as "RN Clinical II" openings?

New graduate nurses must apply through the New Graduate Nurse Residency Program. You only qualify for "New Grad RN" nursing jobs as these are specifically designed to help you

gain the competencies to be successful in your career. Please do not apply for clinical nurse or other RN openings as these positions require experience.

What documents do I need to submit?

All New Grad applicants must submit an application and resume along with the top two units that you would like to work in, preferred location, as well as your licensure test date. Please also complete the Gallup Nurse assessment. There are no guarantees that you will be offered the specific units that you outline.

How can I confirm you received all my application?

Due to the volume of applicants we are not able to confirm the receipt of individual applications and are not able to respond to individual requests for confirmation of items received.

How do I follow up on the status of my application?

Candidates selected to move forward will be contacted directly by the new graduate recruiter via phone or email. Due to the volume of applicants we are unable to respond to individuals requesting a status update.

What can I expect in the interview process and what should I bring?

Be prepared to speak to your past experiences and the competencies and skills that you have acquired throughout nursing school. The interview process typically involves the Nurse Recruiter, Manager of the unit and a peer team. The peer team is a group of current staff that works in that specific unit. You are not required to bring anything. However, if you have documents or examples of volunteer work, leadership or clinical excellence, feel free to bring that information with you.

How will I be notified if I am not selected?

Candidates will receive an email once final selections have been made.

Do you offer sponsorships for foreign-educated nurses?

Adventist Midwest Health is unable to sponsor at this time.

For More Information

If you have a question that we didn't answer, please send an email to:

Kaitlin.Brennan@ahss.org.