



"Transition from student to RN can be intimidating. The GT program helped me acclimate to my new role and opened my eyes to areas I needed to focus on. I learned better communication skills, improved my critical thinking and prioritization skills, and enhanced my clinical knowledge and judgment. At our monthly meetings, we identified safety needs of patients and how to provide high-quality patient care. I'm thankful that Deaconess offers this program and provides such a caring atmosphere for new graduates."

— Morgan

REQUIREMENTS and GRADUATION INFORMATION

- Students must have graduated from a nationally accredited school of professional nursing.
- ASN hires are required to complete their BSN within five years from date of hire.
- Deaconess will pay for NCLEX exam, any review class of your choice, and up to four hours to sit for the exam.
- Boards must be taken for the Indiana Board of Nursing and cannot be transferred from another state.

WANT TO KNOW MORE?

Contact Taylor Rexing, Nursing Recruiter, at **812-450-2936** or **taylor.rexing@deaconess.com**.

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GRADUATE
TECHNICIAN
OPPORTUNITIES

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GRADUATE TECHNICIAN

Graduate technician (GT) positions are available for students who have graduated but not yet passed the NCLEX exam. Upon licensure, title will change to registered nurse while continuing orientation.

Students who are offered this position begin orientation on the nursing unit they were hired to work. New graduates attend graduate nurse residency classes for their first six months and training on the nursing unit.

DEACONESS GRADUATE NURSE RESIDENCY

The first year of nursing can be difficult for new graduates, affecting levels of confidence and comfort. It's vital to help new graduates minimize stress, develop critical thinking skills, and enhance effective communication. New graduates are paired with a preceptor to guide them through their first few months on a new unit.

Our nurse residency program has two phases that are completed over a six-month period to allow for a systematic transition.

- Phase I is delivered through New Nurse Orientation class and includes the basic standards of clinical practice, hands-on simulations, skill validation check-offs, quizzes, and case studies.
- Phase II enculturates residents in 24 hours of clinical practice development. Topics on integration into practice, patient safety and quality, end-of-life care, patient-centered care, self awareness, systems thinking, and leadership for staff nurses enable a transformation of mindset that promotes the vision of the organization's future requirements.

STUDENT FEEDBACK

"As a student nurse in the residency program, I was able to get to know my co-workers. This gave me a solid base of trusted people to rely on once I was in my new role as an RN. I feel more comfortable asking questions because I was able to get to know many of the nurses during my time in the residency program."

"I'm not from the Evansville area and didn't attend nursing school here but moved here after graduation to start the residency program. This program allowed me to get to know other nursing students in the area before moving here. This allowed me to make friends with other new nurses that I now work with on my unit and helped create another layer of support within an environment that is already supportive at Deaconess."

"With the GT role, staff take as many opportunities as possible to teach us and give opportunities to learn. I've also been able to develop great relationships with my co-workers and begin to feel a part of the team."

"I would absolutely recommend the GT position at Deaconess! It helps smooth out the transition into the nursing world, giving you an opportunity to dip your toes in rather than completely dive in right at the beginning."

"Being in the graduate residency program has allowed me to transition well into the RN role. The program really allows me to evaluate areas for personal improvement before I'm out on my own."

"Going through the GT program was an extra support blanket that improved my confidence and skillset. All of the nurses on my floor, medical telemetry, have been extremely supportive and helpful. Being a new nurse is intimidating enough, but having a group of peers in the GT program to go through the journey with was very comforting. The program reiterates multiple skills and scenarios that nursing school can't prepare you for. I learned so many things in the program that have helped me when working on the floor. The GT program helped me grow as a nurse and as a person."

