

NORTHERN CALIFORNIA RN RESIDENCY PROGRAM INFORMATION SESSION

WE WILL START SHORTLY!

Introductions



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About KP

Program Overview

How to Apply

Q&A

Talent
Strategy &
Acquisition

ABOUT KAISER PERMANENTE

Communities We Serve

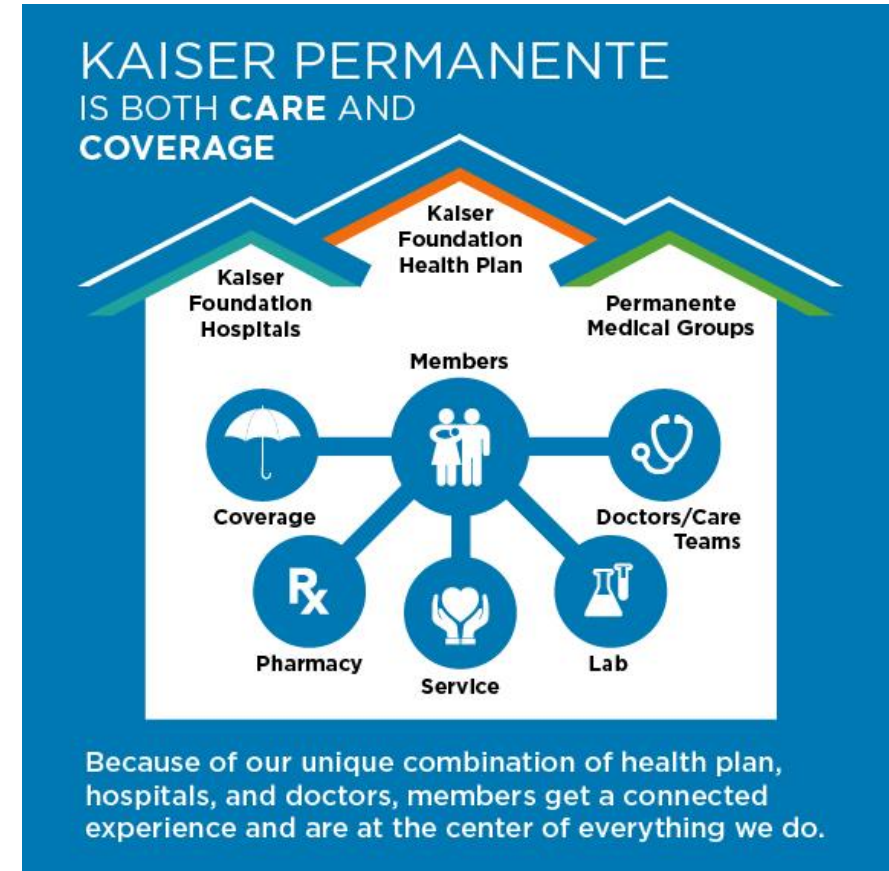


● Kaiser Permanente areas²
(CA, CO, D.C., GA, HI, MD,
OR, VA, WA)

● Other areas

About Kaiser Permanente

OUR MISSION: Kaiser Permanente exists to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.



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ABOUT THE PROGRAM

Nurse Residency Program Overview

Program Objectives

- To facilitate the transition of new graduate nurses from classroom learning to professional RN.
- PTAP accredited program with distinction through the ANCC.

Program Structure

- One year program in Medical/Surgical or Telemetry units
- **First 11 weeks:** Full-time orientation and initial training within Kaiser Permanente at one of our 21 Northern California medical centers
 - Residents work 32 hours per week with preceptors
 - Attend a paid 8-hour training session every week
- **At 12 weeks:** Transition to independent practice with continued professional development
 - Attend monthly nursing professional development sessions

Clinical Site Coordinators

Guiding You Through Orientation:

- Collaborate with managers during your orientation and onboarding
- Facilitate sharing of schedules with residents
- Oversee your transition to practice, ensuring a smooth integration into your role

Ongoing Support:

- Regularly meet with residents, preceptors, and leadership to monitor your progression
- Ensure completion of orientation documents by residents and preceptors
- Provide ongoing support and guidance throughout the education and training process



Lori Naylor, RN, MSN
Regional Program
Manager



**Brandy Beazley, DNP,
CNS, RN**
Clinical Site Coordinator



**Darren Murphy, RN,
MSN**
Clinical Site Coordinator



**Katy Rounsaville, MBA-
HCM, BSN, RN, CPHQ**
Clinical Site Coordinator



**Kindra Brooks, MSN, RN,
PHN**
Clinical Site Coordinator

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REQUIREMENTS & HOW TO APPLY

2025 Cohort Start Dates

March 10th

July 28th

November 3rd

Program Requirements

Licensure and Certification

- Active CA RN License by start date
- CPR Certification: AHA-BLS required upon hire; AHA-ACLS preferred

Education

- Must hold an Associate's, Bachelor's, or Master's degree in Nursing at time of offer, or be a licensed RN enrolled in a Direct-Entry Master's program
- Preference for candidates who have graduated within the last 12 months with their **first-earned** nursing degree

Other Eligibility Requirements

- Must have **no prior experience** as an RN in an inpatient setting
- Must not require sponsorship for a work visa

How to Apply

Prepare your KP Career Profile:

- Set up your profile ahead of applying on **kaiserpermanentejobs.org**
- Click “My Profile” to set up or update your profile in advance

Apply Between November 3rd and November 7th

- Search **#RNRSD** on the KP Careers site
- Only one position will be posted for all locations, **“Staff Nurse I - Nurse Residency Program, March 2025 Cohort”**
- All applications received during the open window will be considered

Email Vigilance Post-Application

- **Check Email Daily:** Including spam/junk folders
- **Initial Follow-Up:** Expect an email from NCAL-Residency-Program@kp.org regarding the candidate snapshot survey

Career Snapshot

Timeline and Submission

- Receive: **November 8th**
- Due: **November 13th**
- Time to complete: 30 minutes

Key Areas

- Certifications and Licenses: RN licensure, ACLS, BLS, etc.
- Letters of recommendation
- Work and volunteer experience
- Medical center location preference (service area OR single hospital)
- Exposure to Kaiser Permanente (work experience, clinical rotations, internships, volunteering, etc.)

Reminders

- Review answers carefully and **submit only once**
- Responses may be audited for accuracy

Interviews

Interview Details

- **Format:** Virtual group sessions with other resident candidates and KP nurse leaders
- Clinical competency and behavioral interview questions
- **Dates:** Scheduled from December 2nd to December 13th

Important Information

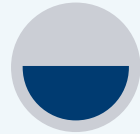
- Self-select interview dates by preferred location
- Invites for interviews will be sent by November 22nd
- You will receive a hiring decision by January 31st



Important Dates



**Applications
Open:**
11/3 - 11/7



**Candidate
Snapshot Due:**
11/13



**Group
Interviews:**
12/2 - 12/13



**March Cohort
Start Date:**
3/10

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Q&A

PLEASE USE THE 'RAISE HAND' FEATURE OR TYPE IN THE CHAT

OTHER QUESTIONS? EMAIL NCAL-RESIDENCY-PROGRAM@KP.ORG