



Specialty Training Informational Session

Northern California Patient Care Services

Practice Excellence, Clinical Education and Professional Practice



Purpose

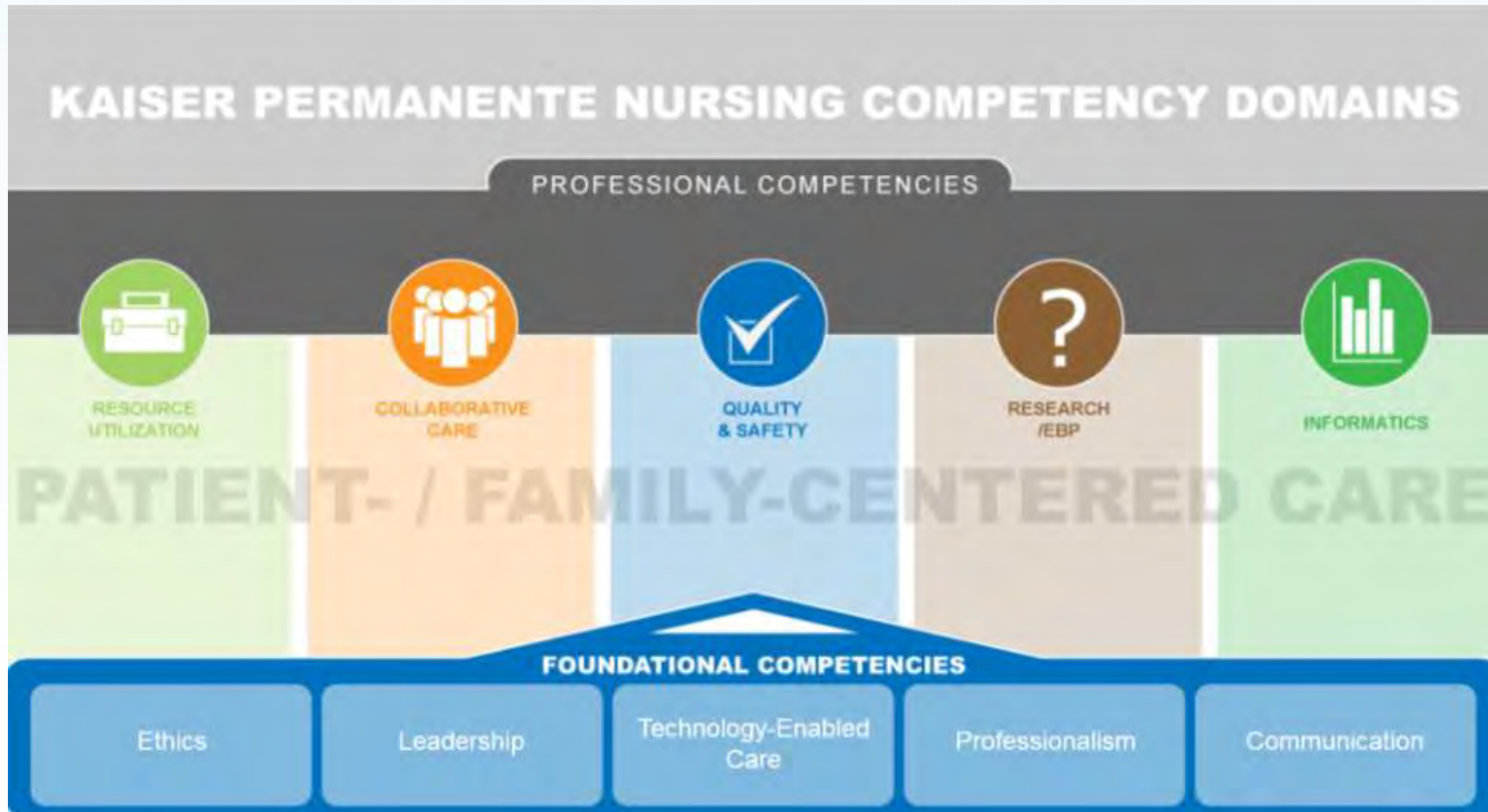
In this session, we will go through Program Expectations, Curriculum and hold a Q&A session.

Specialty Training Programs:

- Adult ICU/CVICU
- Labor and Delivery
- Acute Care OB
- Neonatal ICU
- Pediatric ICU
- Pediatrics
- Perioperative Services



NCAL Specialty Training Programs



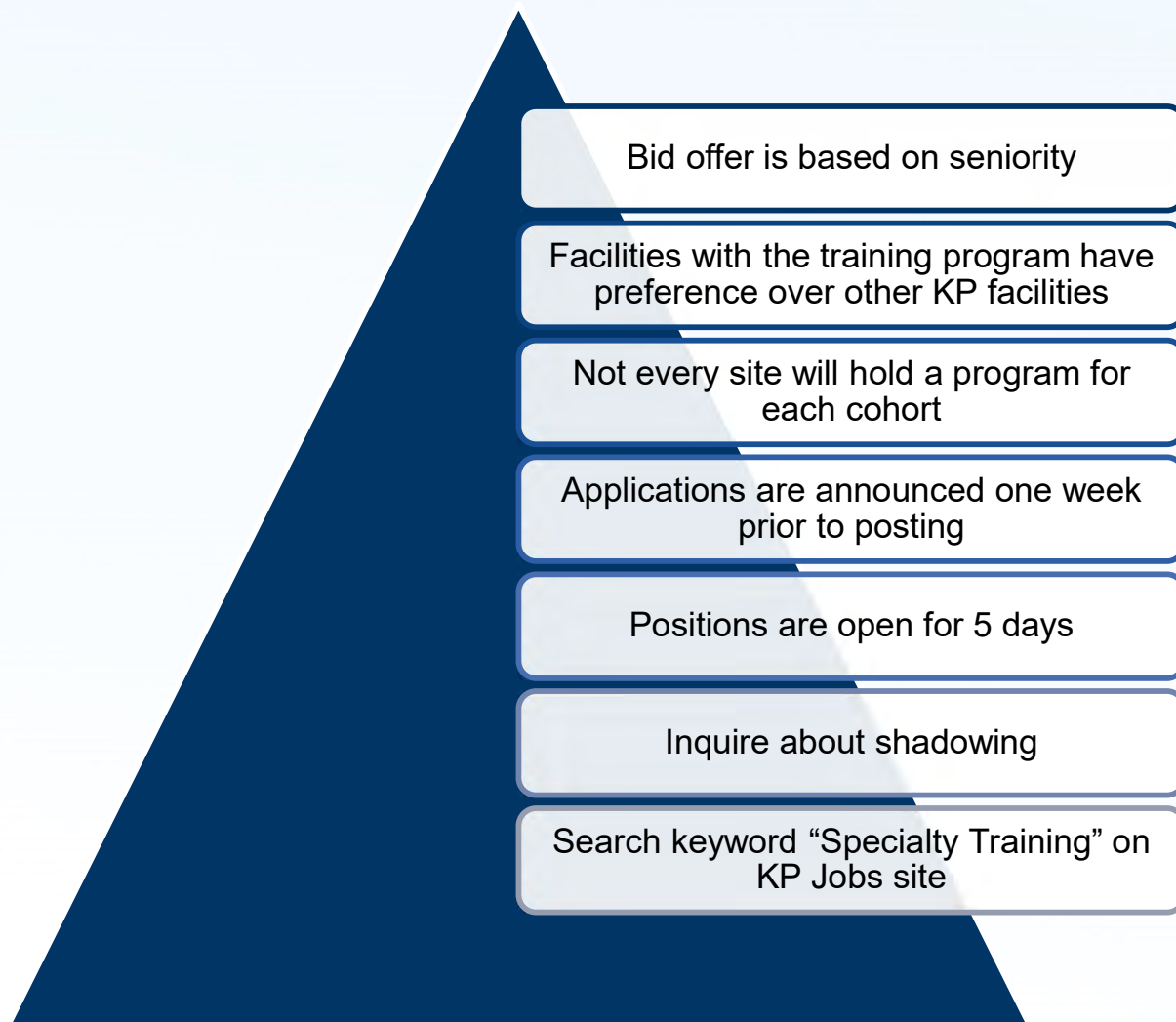
PTAP Accredited



- L&D
- ICU



Program Selection



Program Eligibility

- Current KP CNA-represented Staff Nurses, who have less than 1 year experience in the specialty, can apply to the specialty training positions.*
 - For example, applicants can apply to the specialty training program if they do not have 12 months of experience or more in that specialty.
- If you do have more than 1 year of experience in a specialty, you should apply for a staff nurse II position at KP!



*Different eligibility for ICU to CVICU

Program Eligibility



- Candidates must have a minimum of 6 months of acute care experience as an RN within the past three years (can be in any inpatient setting)
- Candidates must have an AHA Basic Life Support card
- Candidates must have a current unencumbered California RN License
- Candidates must not have any current disciplinary action in their employee file

Program Components



Clinical Orientation Program (varies)



Preceptor facilitated clinical orientation in home medical center



Classroom education that incorporates a variety of learning activities held at various KP facilities



Completion requires validation of minimum clinical competency by the nursing leadership team

Expectations for All Programs



Time Commitment:

Orientation is minimum of 32-40 hours per week for the length of the clinical orientation program



Absences:

You must attend all scheduled training shifts

The accountability for missed information is with you, the learner

Extended absences or approved leaves may require remediation. This may include repeating a portion or the entirety of the training program. Partially completed programs cannot be resumed at a later date.

Expectations for All Programs



Shift and Schedule

During training, you may be required to work a variety of shifts outside your regular hired schedule (Day/Eve/NOC)

The first month training schedule will be provided to you at the beginning of the program

By program completion, you will begin work in the schedule that you applied to. You will maintain this schedule until they are eligible to bid into a new schedule



Travel

You will be required to travel to various KP locations throughout the region during their training program

Travel expenses are paid in accordance with the current collective bargaining agreement

Expectations for All Programs



Vacation

In general, vacation will not be approved during the training program

Exceptions may exist, which include any local, state, or federally protected leave- Regional consultation as needed on independent education plan on case-by-case approach

Previously approved vacations will be reviewed on a case-by-case basis by your nurse manager and may not be approved due to conflicts with the training program schedule



Medical Center Commitment

You are requested to maintain employment in your hiring medical center unit for a minimum of **24 months prior to transferring to a new medical center or unit**

Expectations for All Programs



Paid Time

All time spent fulfilling requirements of this program is paid time



Overtime

For 12 months, you are strongly encouraged to not work more than 40 hours in a work week *for **your personal safety and patient safety***



Surveys

You are required to complete surveys to help evaluate the effectiveness of the program

Customized Education Plans



Learners who miss content will need to make up missed sessions

- Education will be customized to the individual learner by their local nursing leadership team with support from regional nursing leadership as needed

Learners with an identified learning need will be provided an adapted learning plan as indicated

Failure to meet the requirements of a remediation plan may result in disciplinary action, up to and including termination.

Ownership

- Ultimately, you are responsible for your success in the training program
- You are responsible for the completion of all documentation related to your clinical orientation program
- You are accountable to gain the knowledge, skills, and experience over the course of your program to demonstrate beginner level competency at transition to independent practice



Transition to Independent Practice



- Program Completion is based on **competency validation** by preceptors, unit leaders and NPDS/CNS
- If employee exits the program for any reason, they will have about 30 days to find a new position for which they are qualified
 - Your previous job may no longer be available, as it is forfeited at the start of the program when you start the fellowship program.

Program Details by Specialty



Adult Critical Care (ICU/CVICU)

Program is 14-16 weeks based on the learner (*completion is competency based*). *CVICU will be an additional 4-6 weeks.*

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AACN ECCO Modules
- KP Required Modules for ICU RN

Live sessions

- Full Cohort (All sites viewing same Teams live content)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Resiliency/Burn Out, Tele Critical Care, Case Study Presentation, Evidence Based Practice

2 off-site meetings (usually Week 1 and Week 12).



Adult Critical Care (ICU to CVICU)

(For nurses who have at least 1 year ICU experience in the last 3 year)



Program is 8-weeks based on the learner (*completion is competency based*).

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- KP Required Modules for CVICU RN

Live sessions

- Live sessions with videos addressing KP standards and policies by subject matter experts
 - ✓ Live sessions will be in-person

Labor & Delivery

Program is 16-18 weeks based on the learner
(completion is competency based)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

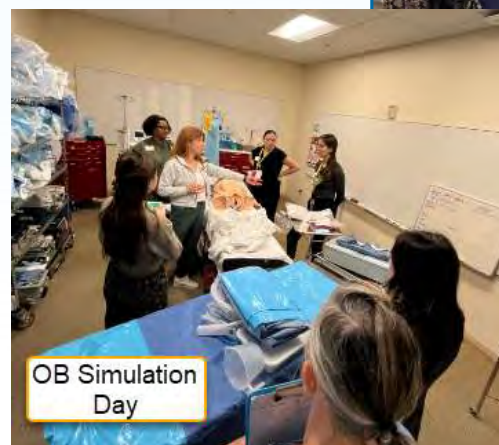
- AWHONN's Perinatal Orientation and Education Program (POEP)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)
- AWHONN Introduction to Fetal Heart Monitoring

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and address KP standards and policies
 - ✓ Live sessions may be virtual or in person
 - ✓ 3 Travel days (kick-off, Emergency Sim, Graduation)

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, TeamSTEPPS/High Reliability Organization, Caring Science, Resiliency, Professional Development, OB Emergency Critical Events Training, Evidence Informed Practice Project & Project Permission.



Acute Care OB (Postpartum)

Program is 12-14 weeks based on the learner
(completion is competency based)

We run with the L&D Training Program

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AWHONN's Perinatal Orientation and Education Program (POEP)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person
 - ✓ 3 Travel days (kick-off, Emergency Sim, Graduation)

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, TeamSTEPPS/High Reliability Organization, Caring Science, Resiliency, Professional Development, OB Emergency Critical Events Training, Project Permission & Evidence Informed Practice Project



Neonatal ICU

Program is 16-18 weeks based on the learner
(*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- Children's Hospital Association (CHA) Essentials of Neonatal Critical Care Orientation Program (ENCCO)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)
- STABLE

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Neonatal Emergency, Resiliency, Professional Development and an Evidence Informed Practice Project



Pediatrics/ Pediatric ICU

Program is 16-18 weeks based on the learner *(completion is competency based)*

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

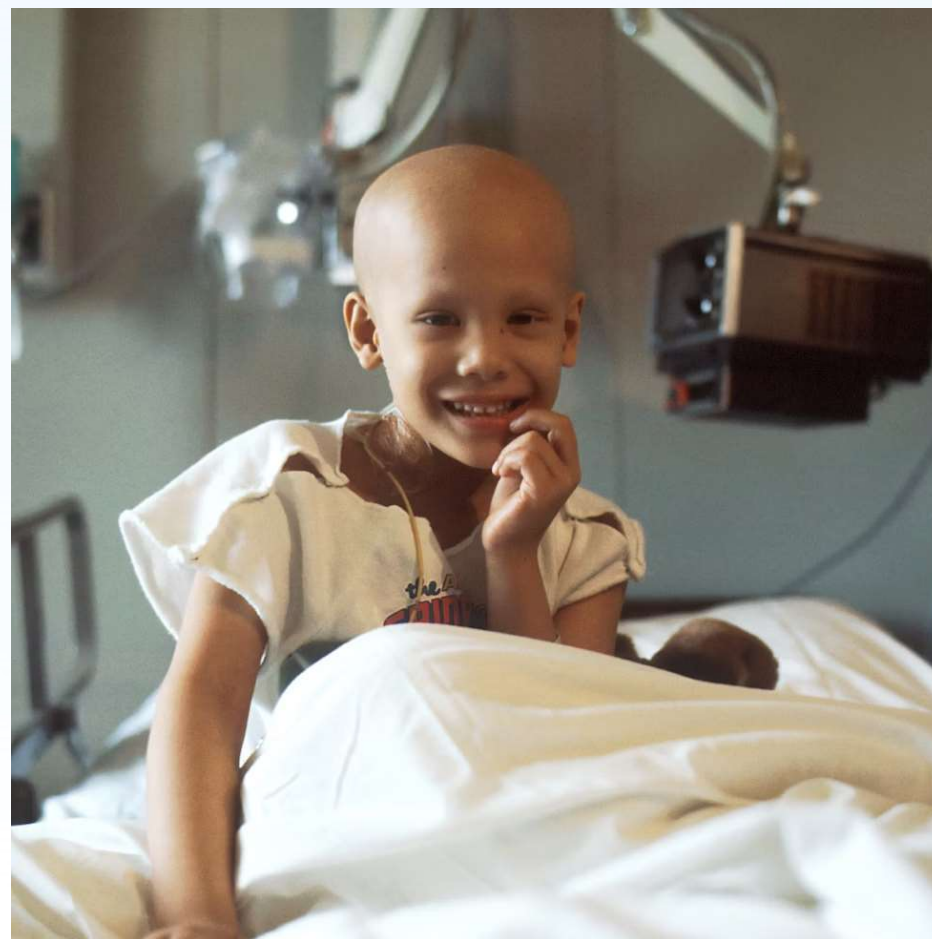
- Children's Hospital Association (CHA) Essentials of Pediatric Critical Care Orientation Program
- Regulatory & KP Required Modules
- Pediatric Advanced Life Support (PALS)
- APHON- Pediatric hematology/oncology education program

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Neonatal Emergency, Resiliency, Professional Development and an Evidence Informed Practice Project



Pediatrics

Program is 14-16 weeks based on the learner (*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- Children's Hospital Association (CHA) Pediatric Learning Solutions
- Regulatory & KP Required Modules

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Pediatric Emergency Session, Resiliency, Professional Development, and an Evidence Informed Practice Project



Perioperative 101 (Operating Room)

Program is a total of 12 months: 6 mo. training/6 mo. orientation

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on local unit

Curriculum

- AORN Perioperative 101 On-Line Course Curriculum (23 modules) in HealthStream; 39.8 Contact Hours
- Simulation Labs, clinical rotations at the hiring facility over a 40 hour/24-week period. A final exam with 3 attempts to pass the examination will be required at the end of the course (at 6 months).
- An additional 6-month orientation at the hiring facility and check-ins with Regional Team**

Live Sessions in person for first 4-6 weeks at Pleasanton

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions will be in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Resiliency, & Professional Development

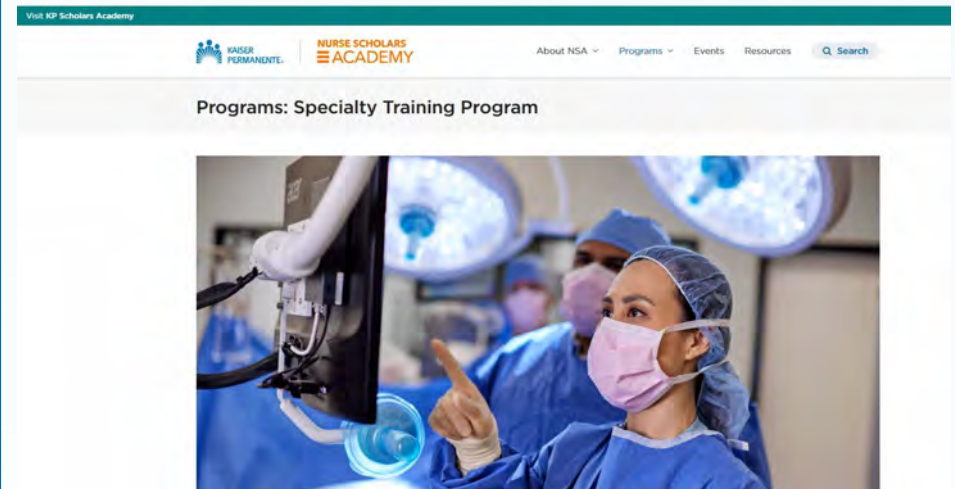
There may be off site trainings on Saturday's as well



Specialty Training Website

- **Further information, please go to the Nurse Scholars Website.**
- **Positions and job codes will be posted on the website.**
- **Apply on the internal job website using the job codes to search or “Specialty Training”**

[Specialty Training Program - KP Nurse Scholars Academy | Kaiser Permanente Northern California](#)



Upcoming Training 2026

ICU (ANT, OAK, RWC, RICH, SF, SJ, SLN, SRF, SSF)

CVICU (SCL)

Pediatrics (OAK, SCL)

L&D (MOD, ROS, SF, SLN, SCL, WCR)

OR (RWC, SRF, SF, SJ, SLN)



Q&A



Regional Training Program Contacts

Adult ICU/CVICU

NCALSpecialtyTrainingICU@kp.org

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Perioperative

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