



# Highland Hospital Wolk Emergency Department Emergency Nurse Residency Program

Highland Hospital can offer you an unparalleled transition to your professional career. This program assists newly registered nurses develop the knowledge and skills needed for a career in emergency nursing through our structured, dynamic, and nurturing environment. This program is offered twice a year to newly licensed registered nurses with a passion for emergency nursing.

## ★ The Highland Difference

Transitioning to nursing practice is filled with excitement and anxiety. Highland's Emergency Nurse Residency Program helps guide new nurses into practice by offering additional support and training.

- The Highland ED is a fast-paced environment and offers excellent experience in medically complicated patients while maintaining a friendly, patient-centered environment.
- Our affiliation with UR Medicine provides access to exceptional medical education, resources, and training.
- Our nurse residents gain experience and education in pediatrics and geriatrics, along with sub-acute, acute, and critical care.

If you are interested in a career in emergency nursing that offers an extensive orientation in a dynamic environment, this is it! Call our nurse recruiting team today to learn more.



## Program Overview

The Emergency Nurse Residency Program is a 12-month, comprehensive clinical orientation. This program consists of weekly and bi-weekly education time and computer-based Emergency Nursing Association (ENA) modules.

### Months 1 – 6

- Immersive clinical orientation in emergency nursing that combines patient care with weekly education sessions, competency training, and experiential learning.

### Months 6 – 12

- Professional development and communication.

## PROGRAM PHASES

**Phase 1 (week 1 – 8)** is the most critical phase as you complete new employee and emergency service orientation. Then, you will participate in a blended curriculum of scheduled weekly education and computerized ENA modules. You will work in a designated area of the ED with preceptors who are experienced RNs to develop your clinical assessment skills and Emergency Nursing knowledge.

**Phase 2 (week 9 – 26)** involves orienting 1:1 with experienced RN preceptors as you gain progressive clinical competence. Weekly meetings will continue with the focus on continued learning and advanced assessment of emergency patients. Computerized ENA orientation modules will continue with a focus on critical care and trauma patients.

**Phase 3 (week 26 – 52)** sees you transition from working 1:1 with your preceptor to practicing on your own. You will continue monthly meetings with ED nurse educators to encourage and support this transition, along with continued professional development.



## Program Evaluation

During Phase 1, you will receive bi-weekly evaluations assessing clinical performance and emerging nursing concepts. Case studies and simulation exercises are also used to evaluate knowledge, skills, and assessments. Comprehensive evaluations will be completed at the end of three and six months.



At regular intervals, you will be evaluated in the following areas:

- Critical Thinking
- Clinical Reasoning
- Documentation
- Safe Practice Standards
- Appropriate Delegation
- Organization
- Professional Accountability
- Teamwork
- Clinical Practice
- Time Management
- Evidence Based Practice
- Nursing Procedures and Technical Skills
- Patient- and Family-Centered Care

## ✓ Apply Today!

To learn more, email or give us a call:

Nursing Professional Development (NPD)  
(585) 341-6709

Nursing Recruitment and Retention  
(585) 341-6560

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