

LPN RESIDENCY PROGRAM

- **Qualifications for the LPN Residency Program include:**
 - Graduation from an accredited practical school of nursing
 - Less than one year of experience working as a LPN
 - Unencumbered license
- **LPN Residency Specialization Tracks**
 - **Intermediate Care**
 - Surgical-Vascular (Memorial)
 - Cardiopulmonary (Memorial)
 - Medical (Memorial, General)
 - **Telemetry**
 - Post Open Heart Recovery (Memorial)
 - Clinical Decision Unit for Observation Patients (Memorial)
 - Trauma/Trauma Step-down (General)
 - Post Cardiac Catheterization Unit (Memorial)
 - Oncology (Memorial)
 - Medical-Surgical (Memorial, General, Teays Valley)
 - **Specialty Units**
 - Medical Rehabilitation (General)
 - Behavioral Health (General)
 - **Women & Children's Hospital**
 - Pediatrics
 - Gynecology
- **Orientation Process for LPN Residency Program**
 - Sixteen weeks
 - Staged orientation process
 - Divided into four stages with defined goals and length for each stage
 - LPNs will have a RN preceptor to oversee orientation and validate specific skills (noted on CBO with an asterisk), as well as an LPN preceptor to assist with skill validation
 - **Stage 1:** Initial one week orientation for all newly hired LPN that includes training for the electronic health record and essential equipment necessary to provide patient care
 - **Stage 2:** Five weeks in length, working Monday-Friday, 2 (12) & 2 (8) hour day shifts. The focus is to enhance assessment skills, provide experience with an assigned preceptor to expand knowledge of documentation, medication administration, time management and priority setting.
 - **Stage 3:** Five weeks in length, working 3 (12) hour day shifts with weekends. While continuing to work on the skills from Stage 2, the focus shifts to communication skills with peers, ancillary staff, physicians, patients and family, while working with assigned preceptors.
 - **Stage 4:** Six weeks in length 3 (12) hour shifts with weekends
 - Day Shift: Assigned mentor (RN/LPN)

- Night Shift: 2 weeks with preceptor/4 weeks with assigned mentor (RN/LPN)
- **Stage Advancements**
 - LPN Residents working at Memorial and General are required to complete stage advancements in the Simulation Center. These are individual 30-minute sessions, utilizing Standardized Patients to demonstrate acquired skills
 - LPN Residents working WCH & TVH complete individual stage advancements at the bedside with the assigned Professional Nursing Educator
- **Required Education**
 - CAMC strives to ensure an appropriate ratio between clinical and class time, but recognize further education is necessary to provide the highest quality care for our patients.
 - Classes vary depending on the type of unit. All nurses working on monitored units are required to complete both a Basic EKG Interpretation class and a Code Blue Class.
 - LPN Residency Classes
 - Transition to Practice
 - Professional Development
 - Specialty Classes: Telemetry/Med-Surg/IMCU
- **Components for successful completion of the LPN Residency Program**
 - Attendance for all required classes
 - Attendance for LPN Residency Classes
 - Successful completion of all stage advancements in the Patient Simulation Center or at the bedside
 - Competency validation of clinical skills by preceptors with documentation on the individual competency-based orientation record.