



Thank you for your interest in the VA Portland Post-Baccalaureate Registered Nurse Residency (PB-RNR) program.

This is considered a **one-year trainee position**, with the goal of hiring into a permanent position at the end of training. Our program is designed to give the new graduate RN a broad-based experience in their chosen “track.”

The year is divided into 3 phases--

**Phase I** (months 1-4)—time spent on a “home unit” learning the responsibilities and skills of caring for patients on this unit.

**Phase II** (months 5-8)—spend 1-2 weeks rotating throughout the organization experiencing care for Veterans that will help develop a more well-rounded understanding of the patient experience. This is the RN resident’s favorite part of residency as it provides resources and experiences outside of their home unit that gives insight to how departments interrelate.

For instance, a nurse on the oncology track would spend most of their time based in our in-patient oncology unit, but also do rotations in outpatient chemo, hospice, cancer care coordination, etc.

**Phase III** (months 9-12)—back on home unit, honing skills in preparation to transition to permanent employment at the VA.

80% of our residency is dedicated to clinical experiences and 20% is protected didactic time.

You must have **NO prior RN work experience** in order to qualify for this program.

	<b>Spring Cohort</b>	<b>Fall Cohort</b>
<i>Open Application</i>	August 1	February 1st
<i>Last Day to Submit Application*</i>	October 1	April 1st
<i>Qualified Candidate Interviews and Selection by</i>	October 31	April 30
<i>Tentative Start Date</i>	Mid-March	Mid-September

*\*Contact Residency Program Coordinator if submitting after the deadline*

VA Portland RN Residency highlights:

- 4-time **Magnet** designated hospital with a very strong Mission to serve United States Veterans
- **CCNE accredited** residency program
- **Full year of precepted clinical experiences** with individualized graduated independence
- **Protected didactic time** – approximately 8 hours every other week
- **Rotational experiences** throughout the hospital, related to your interests or pertaining to your home unit. This is the Resident’s favorite and envy of RNs across the organization
- **Paid holidays** – 11 per calendar year. RN Residents do not work on the holidays



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- **No required weekend or night shifts** while in residency. This allows for greater work/life balance the first year of nursing
- **4 hours of Annual Leave (vacation) earned each pay period** = 2.5 weeks per year. Whatever is not used during residency will carry over to a permanent position at VA!
  - When hired into permanent position after residency, this increases to 8 hours each pay period = 5 weeks per year
- **4 hours of Sick Leave earned each pay period** = 2.5 weeks per year.
- Eligible for **medical, dental, and vision healthcare benefits** and the VA pays the employer contributions (about \$9K)
- RN Residents graduating from the program are **appointed at a higher salary** than those not in the RN Residency

Working for the VA has many benefits to consider (If you are accepted into the PB-RNR program, these benefits would begin when you transition to a permanent position AFTER program graduation):

- 5 weeks of vacation time annually. In addition, you get 2.5 weeks of sick time annually
- Schedule conducive to work/life balance. You will know your schedule in advance and won't have mandatory shifts or call you off (like other hospitals)
- Paid maternity/paternity leave
- Thrift Savings Plan – retirement account that you contribute to, and VA matches up to 5%
- FERS – Federal Retirement 'pension'
- Paid federal holidays
- May be eligible for debt reduction plan (student loan) with a permanent position
- Available scholarship programs for further education
- Medical, dental, vision and life insurance available
- If available and depending upon the position, may get EDRP (student loan reimbursement)
- Potential sign-on bonus!

Please feel free to reach out with any additional questions you have!

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