

Nurse Residency program



PROGRAM OVERVIEW

Community Hospital of the Monterey Peninsula offers an outstanding training program for nurses who have graduated in the last two years. The Nurse Residency program is 8–12 weeks. Participants work 8-hour shifts and must be able to work variable shifts including day, evening, night, and weekend shifts.

PROGRAM FEATURES

One-to-one preceptor training

Our nurse residents spend 75 percent of the program receiving one-to-one precepted training in the clinical setting. Our preceptors are experienced bedside nurses who are specially trained to provide clinical guidance to residents.

Skills and practice

Nurse residents spend the remaining 25 percent of the program in the classroom and skills lab. These sessions are taught by subject-matter experts. These sessions expose our residents to many resources available to support their practice.

Supportive debriefing

Our nurse residents gather weekly as a cohort for supportive debriefing throughout the program. In these forums, nurses can safely share experiences in a non-judgmental environment.

The next cohort will begin July 26, 2024 and August 9, 2024. Positions will be posted on the career page and the application process will begin May 13, 2024. The application process will close on May 28, 2024. Interviews will begin June 10, 2024.



Community Hospital
of the Monterey Peninsula
Montage Health

If you're interested in joining our team,
please apply online at montagehealth.org/careers or
contact Human Resources at (831) 622-2802.

UNITS ACCEPTING NURSE RESIDENTS MAY INCLUDE:

12-hour shift units

- Float Pool — adult patients in telemetry units requiring cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients. Will also float to medical-surgical units and behavioral health
- Garden East — adult patients requiring continuous cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients
- Garden West — adult patients requiring continuous cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients
- Main Pavilion — adult patients requiring continuous cardiac monitoring, titratable cardiac drips, post-CVA, post-interventional cath lab patients, post-op open hearts (after the first 24 hours)
- Main West — adult medical-surgical patients, pediatric patients, mother-baby overflow patients from the Family Birth Center, post-op gynecological surgery
- Terrace East — adult medical-surgical patients, adult bariatric surgery patients
- Terrace West — adult medical-surgical patients, oncology and hematology patients
- Crisis Stabilization Unit — an unlocked secure psychiatric outpatient observation treatment unit; one side focused on the pediatric population and one side for adults, 18 and over. The goal is to provide focused psychiatric interventions and discharge within 24-72 hours.

8-hour shift units

- Garden Pavilion — adult, inpatients requiring behavioral health services
- Inpatient Rehabilitation Unit — adult patients requiring active and ongoing multidisciplinary therapeutic interventions
- Main East — adult and pediatric orthopedic patients, adult medical-surgical patients