

September 2020 Cohort

Dear Applicant:

Thank you for your interest in the Versant RN Residency in Pediatrics at Children's Hospital Los Angeles. This innovative RN Residency features a challenging program blending leading-edge pediatrics with the concept of family-focused care. We support our residents with a one-on-one preceptor and a mentor: both experienced RNs. Our next program, designed for the recent RN graduate will start on September 8, 2020. This program is a 22-week immersion with additional education and support throughout the first year.

Applications must be submitted online, through our online application process. Complete applications must include an application packet which will be submitted online as a PDF and a separate Video Prescreen.

**Important:**

**Before** beginning the online application **download the application packet which can be found on the Website@ <https://jobs.chla.org/rn-residency>**

When you are ready to apply for the program you will upload the your "completed" packet PDF where it indicates to upload Resume. If your application packet is larger than 4 MB, you will need to separate it into two files and upload them under the "Resume" and "Cover" letter sections. Each unit accepting residents for this cohort will have its own open online application.

When you apply for your selected unit you will see a link under the heading of "Video Prescreen" on the job posting itself. Click the link and follow the instructions on the website and register. You will need either a webcam on your computer, or a mobile phone to record your video prescreen. You may submit your application and packet either before or after you complete your video prescreen, however your application **will not be considered complete** until all pieces (application, packet and video prescreen) are submitted.

**\*You may only apply to one unit. Multiple applications will not be considered**

Below is a checklist of the documents to be included in your application packet and uploaded:

- ☐ Current resume including cover letter
- ☐ Letter of Intent
- ☐ 2 Reference letters, 1 from a clinical instructor (preferably from a pediatric clinical rotation). Please do not include more than 2 references. Please address to "To Whom it May Concern"
- ☐ Unofficial college transcripts from completed nursing course work
- ☐ Licensure & Vacation Statement Letter
- ☐ Application and New Hire Process Form

**If you have been selected for a formal interview you will be notified via e-mail and an in-person interview will be scheduled.** Interviews for the September 2020 program will start sometime in April/ May. If you are not contacted for an interview then unfortunately you have not been selected to proceed in the process.

Sincerely,

Talent Acquisition Team  
Children's Hospital Los Angeles  
Human Resources

## **Expectations of Employment RN Residency in Pediatrics Program**

**While participating in the RN Residency in Pediatrics program, I agree to:**

1. Be present and on time for all clinical shifts and class days
2. Follow all Policies and Procedures
3. Complete 100% of new hire core competencies and at least 75% of multispecialty and unit specific competencies in order to graduate from the program.
4. Complete all required CHEX courses by the designated deadlines.
5. Complete RN Residency and Unit Specific requirements/assignments by requested deadlines.
6. Practice with professionalism & integrity

**After completing the RN Residency program, I agree to:**

1. Continue full-time employment for at least two years post RN Residency.
2. Attend Post Residency Education and Support (PRES) days.
3. Complete 100% of competencies by the end of the first year of employment.
4. Continue education, professional development, and life-long learning.
5. Complete the RN Residency yearly evaluations as requested.





## **Versant RN Residency in Pediatrics** **Frequently Asked Questions:**

1. **How often do you have the RN Residency program?**
  - Twice a year, starting in September and March.
2. **When do applications open for these programs?**
  - Usually March for the September program and September for the March program. All dates and deadlines will be on our website, <https://jobs.chla.org/rn-residency>
3. **What is the process for applying to the RN Residency?**
  - When the application window is open you will first go to the website and download the complete application at <https://jobs.chla.org/rn-residency>  
Once you have all the requested information you will be ready to apply. You will need your Resume, Cover Letter, 2 references, Unofficial Transcripts, Letter of Intent and signed Application, New Hire Process and Licensure and Vacation documents you then proceed to apply to only one position (first preference) on the website and upload all your documents. The documents cannot be more than 4 MB if they are you will need to upload half under the Resume and the rest under the Cover Letter.
  - When you apply for your selected unit you will see a link under the heading of “Video Prescreen” on the job posting itself. Once you are ready to complete the short video prescreen process, click the link and follow the instructions on the website. You will need either a webcam on your computer, or a mobile phone to record your video prescreen. You may submit your application and packet either before or after you complete your video prescreen, however your application will not be considered complete until all pieces (application packet and video prescreen) are submitted.
4. **Can you apply if you have an ADN?**
  - No. Applicants are eligible only if they have a Bachelor of Science in Nursing (BSN) or Master of Science in Nursing (MSN).
5. **Do I need to have my license to start the program?**
  - Yes. We highly advise that your license is posted on the BRN website no later than 2 weeks before the start of the program. If it is not posted by the Friday before the program starts, then you will lose your spot. We recommend taking your nursing boards no later than one month prior to the cohort start date.
6. **If I am having trouble getting my ATT number or board results, what do you recommend?**



- Make sure your school has sent your transcripts.
- Confirm that the BRN has received your fingerprints and transcripts
- Contact the BRN frequently, get the name of anyone you speak to, and follow up until the situation is resolved.
- As a last resort, some people have even had to go to the BRN to speak with someone in person to get their problem resolved.

**7. Do we have to sign a contract to work at CHLA?**

- No. However, we do expect that as an RN Resident you are committed to CHLA and will remain employed for at least two years full time after completing the RN Residency program.

**8. If I am in the RN Residency program can I apply for the Nurse Corps Loan Repayment Program (formerly called NELRP - Nursing Education Loan Repayment Program)?**

- Yes. CHLA is considered a Disproportionate Share Hospital which will help your chances of getting the award. Visit <http://www.hrsa.gov/loanscholarships/repayment/nursing/> for more details.

**9. What differentials do you pay?**

- Our nurses earn differentials for working nights, weekends, being a charge nurse or a preceptor, and many more ways.

**10. Do you have a clinical ladder?**

- Yes. After successfully completing the RN Residency program, RN Residents are promoted to an RN I. If expectations are met, at one year RN I's are promoted to the RN II level. You may remain an RN II or after receiving some experience and getting involved on the units, nurses may apply to obtain RN III and RN IV status.

**11. Do you offer any kind of loan repayment or education money?**

- We do not offer any loan repayment. However, after one year of service our hospital does provide nurses with education money and tuition reimbursement if you would like further your education.

**12. How do your salaries compare with other hospitals?**

- We are competitive with other area hospitals. We periodically do a market assessment to make sure that our salaries stay competitive.



**13. Do you take residents in the Emergency Department, Operating Room, or Critical Care areas (ICUs)?**

- Yes, we take residents in all inpatient units. We encourage all applicants to apply to where they really want to work and you will receive the training needed to be successful. There is information about all of the different units on our website at [CHLA.org](http://CHLA.org). Please note that the Operating Room only hires new RN Residents in the September cohorts.