

About the VNA Health System of Northern New England

The VNA Health System of Northern New England is an alliance of six not-for-profit, community-based home health agencies in New Hampshire and Vermont. The organization promotes the charitable nonprofit mission of the Visiting Nurse Associations in providing quality home health, hospice, and other community services and health promotion/wellness activities to all residents.



The participating agencies are:

Central New Hampshire VNA & Hospice

Laconia, NH
www.cnhvna.org
(800) 244-8549

Concord Regional Visiting Nurse Association

Concord, NH
www.crvna.org
(800) 924-8620

Home Health and Hospice Care

Merrimack, NH
www.hhhc.org
(603) 882-2941

Home Healthcare Hospice and Community Services

Keene, NH
www.hcsservices.org
(800) 541-4145

Rockingham VNA & Hospice

Exeter, NH
www.rockinghamvna.org
(800) 540-2981

Visiting Nurse and Hospice for VT and NH

White River Junction, VT
www.vnhcare.org
(888) 300-8853

Home Health Care Nurse Residency Program



The benefits of working in home health care include:

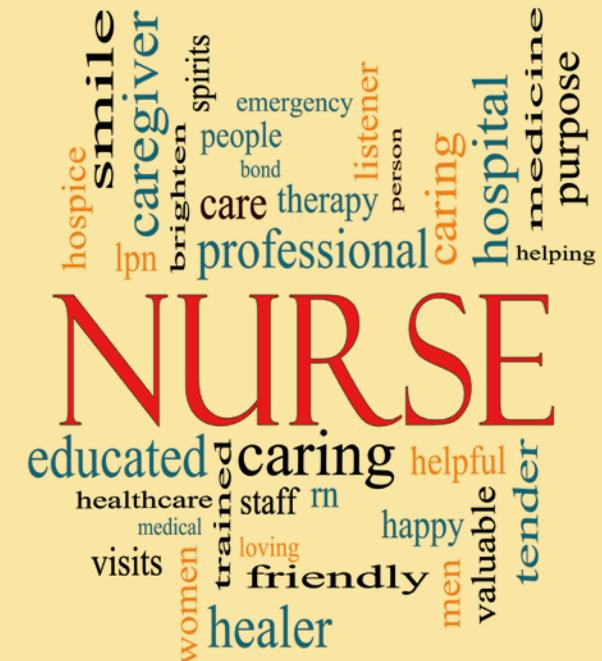
- Caring for a wide range of patients who have complex care needs
- Providing attentive one-on-one patient care in your community
- Providing high quality, skilled nursing care
- Opportunity for personal and professional growth
- Peer to peer collaborative relationships



Begin your nursing journey with the VNA Health System of Northern New England

Build on fundamental skills and obtain the mentoring and support needed to excel in home care nursing practice.

VNA Health System
of Northern New England



Core Residency Curriculum

- Hands-on clinical practice with field expert nurse preceptor
- Frequent support and contact with Education Directors, Coordinators, Residency Program Nurse Educator, and leadership
- Personal goal setting to maximize the clinical learning experience with regular meetings to evaluate goals and progress

Throughout each program step, curriculum content is incorporated into the Residency Program. The core competencies of the curriculum include:

- Patient and family-centered care
- Evidence-based practice
- Quality improvement
- Critical thinking and reasoning
- Chronic disease management
- Care transitions and coordination
- Patient care preferences
- Time management, prioritization, and delegation
- Professional role and interprofessional/team communication as well as accountability



Program Description

The Nurse Residency Program is a year-long transition to practice program that serves as a bridge to support and enhance the professional development of new graduate nurses entering home care practice.

We value and respect each new graduate and tailor learning to the individual nurse resident. Working with a trained preceptor, new graduate nurses gain valuable experience from:

- An in-depth understanding of your role through exposure to everyday hands-on practice
- Managing complex patients with skilled nursing care including:
 - VAC therapy
 - Venipuncture
 - Complete wound care
 - PleurX catheter
 - Managing central/peripheral lines
 - Tube feedings
 - Chronic disease management
 - Physical assessment
- Development of critical thinking skills
- Managing complex patients through professional nurturance and mentorship
- Ongoing education and training

Purpose

The purpose of the program is to promote the development of competency and role transition, supporting the resident professionally, emotionally, and socially during the first year of nursing practice.

The Nurse Residency Program builds on knowledge with ongoing education and training to acquire skills to:

- Transition from basic to complex care
- Enhance competence and confidence
- Deepen critical thinking and clinical reasoning
- Provide safe patient care in the comfort of the home environment

During your first three months

You will focus on orienting to the agency and application of evidence-based knowledge and skilled nursing care of the patient in the home setting.

During months four through six

You will focus on managing a caseload as a team member coordinating the delivery of care and gradually assuming the duties and responsibilities of the RN role under the direction and guidance of a preceptor.

During months seven through twelve

You will focus on becoming independent case managers providing complex disease management and promoting outcomes of care.

Application Process

Eligible candidates must apply online to their preferred agency listed for the position titled RN (New Graduate).

All applications must include the documentation listed below:

- Personal statement why you want to be a home health nurse and the specific qualities you possess to be a good nurse
- Formal cover letter and resume with clinical information and experience
- Two letters of recommendation from a clinical professor instructor and Nursing faculty
- Educational transcripts

For more information about the Nurse Residency Program, please contact a participating agencies' Human Resource Department.

