



The VA St. Louis Health Care System (VASTLHCS) Post-Baccalaureate Nurse Residency Program (PBNR) has been developed to attract, support, and retain new BSN graduate nurses to the VASTLHCS. This program is a one-year in length residency VASTLHCS offered in partnership with University of Missouri-St. Louis College of Nursing. This program is a wonderful opportunity to enter into professional practice with the support of a preceptor, a curriculum, and opportunities to help you develop as a clinician who practices in the VA System. VA St. Louis is committed to creating an environment where nurses thrive.

#### Benefits:

- 100% Protected Time (not in staffing)
- Paid internship
- Health and life insurance benefits offered
- All Federal holidays off and paid (Columbus Day, Veterans' Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Fourth of July, and Labor Day)
- Earn of 4 hours of annual leave and 4 hours of sick leave per pay period.

#### 12-month Residency Program

- 3 phases
  - Phase 1 focuses on developing initial competencies
  - Phase 2 focuses on learning about the VA system with two-week rotations in a variety of clinical areas
  - Phase 3 focuses on honing clinical care provision, leadership development, and professional development
- Primary preceptor for the twelve-month program. Work within the preceptor's assignment.
- Expanded clinical experiences to learn about procedure areas and specialty care.
- 12-month curriculum based on CCNE RN Residency Program objectives that incorporates simulation, reflective practice, and other teaching modalities.
- Additional classes and workshops including Veteran-specific topics, Crucial Conversations, Spinal Cord Injury Professional Conference, Nursing and Allied Health Research and EBP Symposium.
- 38-hour ANCC accredited Evidence Based Practice Workshop.
- Performance Improvement project opportunities.
- Learn about the VA Health Care System while building competency as a registered nurse.

#### Program Commitment by selected PBNR Trainees

All PBNR Residents agree to:

- Complete evaluation and assessment tools as requested at required times
- Attend all meetings and educational sessions as assigned in the VASTLHCS RN Resident schedule
- Participate actively in the PBNR Program



Requirements to apply

- Must be a US citizen
- Enrolled in a CCNE or ACEN accredited BSN or Direct Entry MSN program, and have not yet worked as an RN.
- Proficient in written and spoken English
- Background & Security Investigations are required
- Pass pre-trainee physical examination
- Random Drug Testing is required
- Obtain current, unrestricted RN license by June 30, 2020 (from any US State or territory)

Immediate Supervisor and Contact for more information about the program

- Susan Parker, MSN, RN-BC
- RN Residency Nurse Manager
- [Susan.parker2@va.gov](mailto:Susan.parker2@va.gov)

To be considered for interview:

Please submit a resume to [susan.parker2@va.gov](mailto:susan.parker2@va.gov) . She will send you further information on the application process.