

Investing in Nurses: New Graduate Nurse Residency and Continuing Education Programs

Help us cultivate nurses who will carry MarinHealth's care standards and values into the future.

Nurses are the heartbeat of all hospitals. Advocate, care coordinator, pharmacy interface, therapy liaison — they do it all while providing essential, hands-on care at the patient's bedside. In fact, a nurse's skills and clinical judgment shape virtually every moment of the patient experience — and have enormous impact on the outcomes of a patient's care.

We have seen a growing shortage of nurses across the country, with older professionals opting for retirement, others transitioning out of acute care, and traveling nurses increasingly difficult to engage. This has cast a spotlight on the vital role of nurses and on what nurses need to excel and thrive in their work.

With experienced nurses difficult to hire, how can we bring new nursing school graduates on board while ensuring the quality of care that MarinHealth is known for? How can we retain and enrich more senior nurses whose skills, compassion, and experience are the essence of excellent care? We can cultivate our own nurses — professionals who share MarinHealth values — through programs that ensure a pipeline of talented and dedicated caregivers for the future.

To welcome newcomers to the MarinHealth care culture, the Medical Center reinstated its **New Graduate Nurse Residency Program**. With philanthropic support to sustain it for the long term, the program promises to transform each cohort of new hires into practice-ready nurses prepared to serve in care units across the hospital.



"Of all the investments that translate into advanced, compassionate care, investments in our nurses have the greatest impact. Nursing education elevates everyone."

— **Andrew Apolinarski,**
MSN, RN, CNL,
Chief Nursing Officer

"Every dollar invested in nursing education makes a difference in the care experience."

— **James Bruhn, MS, RN,**
PHN, ACCNS-AG, CEN,
Clinical Education
Specialist

Recruiting Potential, Cultivating Excellence

To fill anticipated vacancies in its nursing staff, MarinHealth recruits approximately 10 nursing school graduates per year, onboarding them as Level 1 nurses through the New Graduate Nurse Residency Program. Emphasizing knowledge, skills, and values, the curriculum blends rigorous online coursework with an on-the-floor residency — shadowing senior nurses, learning hands-on procedures, caring for patients, connecting with mentors. Time required varies by area of specialty, averaging 8-13 weeks. Special instructors provide the training nurses need to work in specific units of the hospital.



In addition to enabling new nurses to contribute from Day 1, the program enriches the entire nursing community at MarinHealth. New nurses bring energy, fresh eyes, and curiosity. Their questions encourage senior nurses to expand their own knowledge, sometimes challenging hospital protocols in the process. Mentors and trainees bond, learn, and grow together as members of a multitalented, multigenerational nursing team.

Thanks to funding from philanthropy, 60 new nurses have completed the program and joined MarinHealth since 2021, working in seven different care specialties, including cardiac, maternity, and intensive care. Approximately 24-30 more are being planned for in 2024.

For our experienced nurses, the Medical Center also offers a **Continuing Education Program**, providing financial aid to help cover advanced training in pediatric emergency medicine, trauma care, cardiac medicine or surgery, gerontology, and other specialties.

What can philanthropy do?

Anyone who has experienced care at MarinHealth understands: Nurses have a critical impact on patient healing. Moved by the compassionate care they received, patients sometimes ask: What can I do for the nurses? The answer is: *Invest in them.* Prepare them to evolve into seasoned professionals who, as their careers unfold, can expand their skills, keep up with developments in medicine, and mentor the next generation of colleagues. By equipping the Medical Center to cultivate its own skilled nurses, you can help build a team that will carry MarinHealth's commitment to innovative care forward.

To learn more or make a gift that helps MarinHealth Medical Center train and retain an exceptional team of nurses, contact MarinHealth Foundation at 1-415-925-7770 or Foundation@mymarinhealth.org.

At-a-Glance

- New Graduate Nurse Residency Program revolves around a 6-12 week course that combines online learning with on-the-job skill-building and mentorship by senior nurses
- Each cohort will allow for 10 new nurses
- New nurses will receive special training to work in any of several hospital units, including Maternity Care, Emergency Department, Intensive Care Unit, and Medical & Surgical Care
- Continuing Education Program enables experienced nurses to expand their skills and qualifications