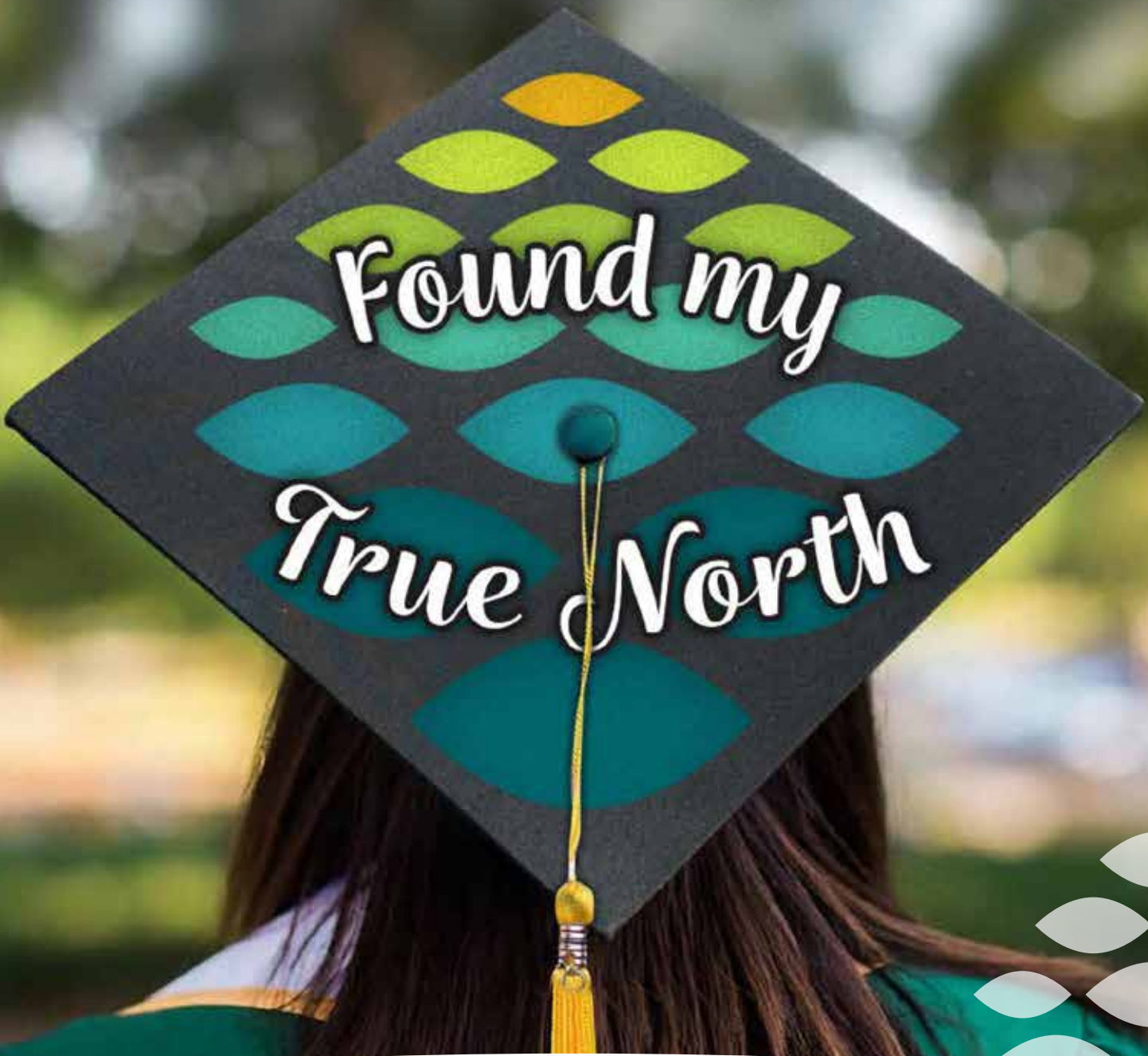







New Nurse Graduate Information Guide



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True North



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**At Northern Light Health,
we go beyond just providing
care. Our team shows up
every day to transform the
way healthcare works in our
communities for the better.**

 Visit Online

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Congratulations

New Nurse Graduates!

Northern Light supports RNs who have less than one year of experience by having them participate in our Nurse Residency Program. This is a 12-month program that offers new nursing graduates with ongoing education and support as they begin their nursing careers.

The residency is fully paid and benefits eligible and is considered a full time nursing position. At the end of the residency, you do not have to apply for another position, you are able to continue working in the position for which you were hired, or apply to another department or member organization if you wish.

As a Northern Light Health employee, you will be supported in your career growth and development every step of the way. We also offer generous sign-on bonuses and relocation packages. Here are some common offerings to those seeking a career at Northern Light Health:

- ✔ Tuition Assistance*
- ✔ Sign On Bonus*
- ✔ Relocation Bonus*
- ✔ Continued Education
 - Assistance in obtaining bachelors and/or master's degrees
 - Specialized certifications and continuing education credits for current certifications
- ✔ Student Loan Repayment
- ✔ Continued Career Development

**not applicable to all Member Organizations*

Welcome to **Maine!**



In Maine, the saying “the way life should be” certainly rings true. From the mountains of western Maine to the rocky eastern shores, this most eastern point of the United States offers a diverse opportunity for finding your true Maine experience.

Although Maine is known for its flourishing tourism industry, we guarantee that once you come, you won't want to leave. All year round, feed your senses with a bounty of beautiful scenery, as well as world-class restaurants, museums, and entertainment.

Maine—it's the home you've been waiting for.

Northern Maine

Aroostook County is known as the “Crown of Maine” and what a stunning crown it is. At first look, you will fall in love with all the vast natural beauty this northern-most county has to offer:

- If you enjoy spending much of your time outdoors, you will certainly feel at home here. Canoeing along the 92-mile Allagash Wilderness Waterway offers a unique “get-away” experience that provides an escape from civilization.
- With 7,000 miles of flowing rivers and 2,000 lakes, rivers, and streams, the region has plenty of opportunity for kayaking, swimming, fishing, wildlife viewing, and camping. Trails for biking and hiking are found all across Aroostook.
- Aroostook boasts more than 2,300 miles of snowmobile trails—providing the best trail riding experience in the eastern United States, and 1,200 miles of ATV trails.
- Northern Maine also offers a plentiful array of shopping and dining opportunities. Spend a weekend visiting one of the many farm stands or farmers markets. Take a stroll down one of the classic downtowns, stop at a local café, or shop in one of Aroostook's many hometown shops.

The Maine Highlands

Whether you prefer to explore the great outdoors or the cultural experience of a more urban setting, the Maine Highlands offers the best of both worlds:

- Located in the center of Maine, the Highlands is home to both Maine's highest peak, Mount Katahdin, as well as Maine's largest lake, Moosehead.
- Moosehead has become a top destination for vacationers and outdoor enthusiasts. The size of this lake is impressive; it covers about 400 miles of shoreline.
 - On the southern end of the Highlands is Maine's third largest city, Bangor. During the last decade, Bangor has experienced a cultural resurgence, making it both an attractive place to visit and live.
- The Waterfront Concert series, events at the Cross Insurance Center, and Bangor's artisan festivals are just a few of the many year-round attractions.
- Just north of Bangor is the University of Maine's flagship campus in Orono. The Collins Center for the Arts, located on the university campus, also attracts world-class performances, including Broadway tours, nationally-known comedians, and legendary musicians.

Downeast Maine

If you are looking for a true Maine lifestyle, eastern Maine offers an authentic experience like no other. This region, considered “Downeast,” is the home of many iconic Maine images—lobster, blueberries, lighthouses, and, of course, the beautiful sweeping coastal views:

- With its rugged coastline and spectacular views, Acadia National Park is certainly the gem of coastal Maine. This 49,000 acre reserve on Mount Desert Island is the only national park in the northeast and offers an expansive natural playground for both families and adventure-seekers.
- If you love the water, you are sure to enjoy life here. Between the miles of coastline and numerous inland lakes and streams, there are plenty of opportunities to canoe, kayak, or even take a schooner or whale watching cruise.
- Just down the road from Acadia is the town of Bar Harbor. Although this town only has approximately 5,000 residents, thousands more flock to this coastal town during the vacation season to soak in the beauty.

Kennebec & Sebasticook Valleys Maine

The serene beauty of the Kennebec and Sebasticook Valley regions, along with many traditional New England towns, makes this area an ideal location to call home.

- The Kennebec and Sebasticook rivers weave through the region, and large lakes abound, including the Belgrade Lakes and Sebasticook Lake. All offer family-fun activities like fishing, canoeing, kayaking, or just relaxing along the shores.
- Waterville is a dynamic and growing community. Home to Colby College and Thomas College, this city offers shopping, dining, and cultural opportunities—including the Waterville Opera House and a vibrant arts community.
- The family-friendly town of Pittsfield is home to parks and outdoor pursuits, as well as a summer concert series, the beautiful Maine Central Institute campus, and one of the largest community festivals in the region – the Central Maine Egg Festival.

Southern Maine

From the sandy shores of Old Orchard Beach, to the bustling streets of Portland, and the historic New England charm of Gorham, Falmouth, and Yarmouth, it is no wonder why southern Maine is such an attractive place to live:

- Maine’s largest city, Portland, offers a blend of old world charm and modern sophistication. This city has been routinely ranked among the top ten in national listings for best restaurants and quality of life as well as best place to raise a family.
- You don’t have to go far out of Portland to “get away.” Surrounding Greater Portland are many classic New England towns offering a variety of outdoor activities.
- Freeport, home of the L.L. Bean flagship store, is a shopping mecca with an extensive list of outlet stores.
- If you are looking for an outdoor adventure, consider hiking beautiful Bradbury Mountain; hunt, fish, and boat in the Lakes Region, or head even further west toward Mount Washington for hiking or skiing.

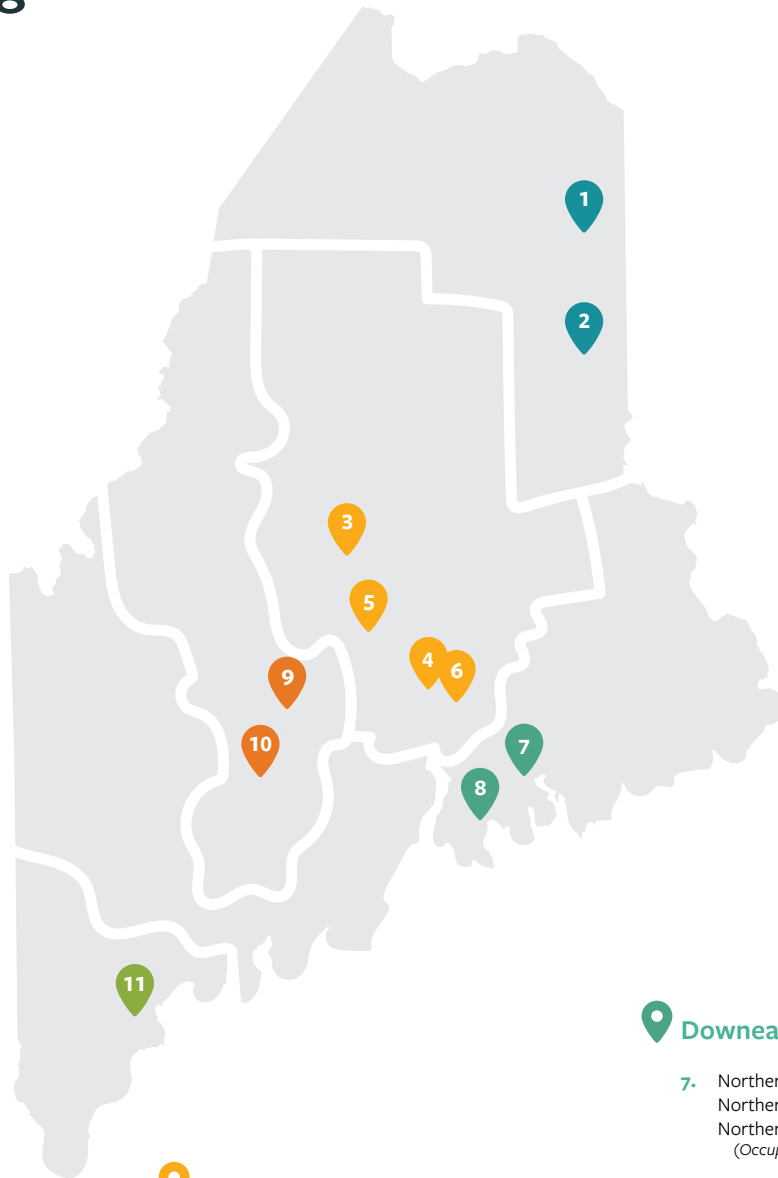






Northern Light HealthSM

by region



Northern

1. Northern Light A.R. Gould Hospital
Continuing Care
Northern Light Home Care & Hospice
Northern Light Work Health
(Occupational Health)
2. Northern Light Home Care & Hospice

Maine Highlands

3. Northern Light C.A. Dean Hospital
4. Northern Light Eastern Maine Medical Center (EMMC)
Northern Light Acadia Hospital
Northern Light Pharmacy
Northern Light Home Care & Hospice
Northern Light Work Health
(Occupational Health)
5. Northern Light Mayo Hospital
Northern Light Work Health
(Occupational Health)
6. Corporate Office
EMMC Cancer Care
Northern Light Pharmacy

Downeast Acadia

7. Northern Light Maine Coast Hospital
Northern Light Home Care & Hospice
Northern Light Work Health
(Occupational Health)
8. Northern Light Blue Hill Hospital

Kennebec Valley

9. Northern Light Sebecook Valley Hospital
Northern Light Work Health
(Occupational Health)
10. Northern Light Inland Hospital
Continuing Care, Lakewood
Northern Light Home Care & Hospice
Northern Light Work Health
(Occupational Health)

Southern

11. Northern Light Mercy Hospital
Northern Light Pharmacy
Northern Light Home Care & Hospice
Northern Light Work Health
(Occupational Health)



I [participated in] **the nurse residency program** after having worked as a graduate nurse for 9 months. It was an invaluable tool during my first year. It offered a place for new nurses to share their experiences, frustrations, new skills, what had worked for them, and what hadn't.

I considered my fellow graduate nurses as friends and support systems rather than just coworkers. I would recommend this program to any new nurse!

- Danielle Roussel, RN



Visit Online



Connect

Nurse Residency

Northern Light Acadia Hospital

The Northern Light Acadia Hospital Nurse Residency Program is an evidence-based 12-month program based on a transition-to-practice model. The Nurse Residency Program is designed for the new nurse graduates with less than 1 year of psychiatric nursing experience to acquire the knowledge and skills to deliver safe, quality psychiatric care.

The program includes classroom/didactic lessons, simulation, enculturation, and practice-based learning to support the new nurse graduate to transition from advanced beginner to competent professional nurse. The program offers courses modeled after the American Nurses Association (ANA) Scope and Standards of Psychiatric-Mental Health Nurse Practice to prepare the new nurse graduate to sit for the RN-BC examination.

In line with the services we provide for our patients, our new nurse graduates receive psychological support in the form of a prepared schedule with Healthy Life Resources to navigate challenges that are evidence-based within the first year of nursing practice. Moreover, the new nurse graduate has ample opportunity for individualized support and to give feedback on the residency program. Continuing Nurse Education (CNE) contact hours will be provided.

Courses are scheduled in place of weekly clinical shifts, or in addition to weekly shifts with permission from the manager. The Northern Light Health system values of integrity, respect, compassion, and accountability are the foundation for the program in order for new nurse graduates to enculturate into the Northern Light Acadia Hospital culture of practicing the system mission and vision.



We work on an ongoing evidence-based project specific to their respective department or inter-departmental topic(s) This is a group project, that eventually will be presented and displayed in our hospital. Our objective is to create evidence-based thinkers, and an understanding that health care is ever changing, and we must adapt to best practices based upon the evidence.



Visit Online



Connect

Nurse Residency

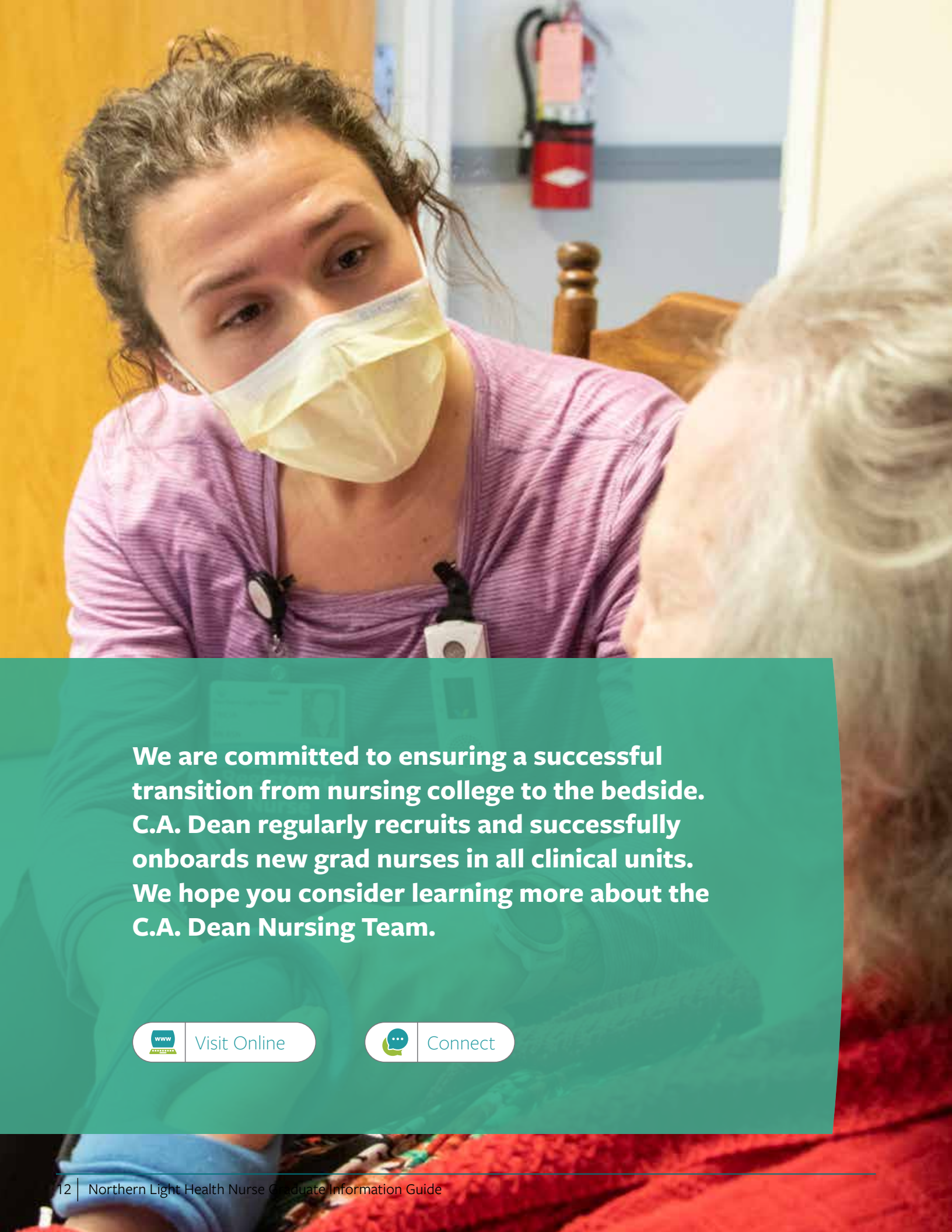
Northern Light A.R. Gould Hospital

We offer a variety of approaches to learning over this 6-month period. Our program combines classroom instruction, self-study, certifications, and supervision with preceptors in different nursing departments. We offer interactive simulation sessions to enforce critical thinking. Some case studies include sepsis, code hemorrhage, chest pain, respiratory distress, as well as cultural differences & inclusion topics. We offer specific classes for certification: Cardiac Rhythm Recognition, Advanced Cardiac Life Support, Pediatric Advanced Life Support & Neonatal Resuscitation. These courses are designed with continued reinforcement and extra study group classes as needed.

Our Nurse Residents also experience an Immersion program to different departments, including ancillary departments. The purpose of this experience is to demonstrate coordination of care amongst the hospital, and how it works with all departments playing an important role to the care of each patient. Some departments we visit are Pharmacy, Laboratory, Dialysis, Day Surgery, Radiology, & Case management. We also send our Nurse Residents to nursing inpatient departments with an assigned preceptor.


We also include a little bit of fun with each session, offering some insightful stories, support, relaxation strategies, and cohesiveness. We allow venting sessions with their experiences they encounter, with an emphasis on how we can do better as a facility.

Our goal is to welcome and support our new graduates, increase their job satisfaction, and role model excellent teamwork and communication.



We are committed to ensuring a successful transition from nursing college to the bedside. C.A. Dean regularly recruits and successfully onboards new grad nurses in all clinical units. We hope you consider learning more about the C.A. Dean Nursing Team.

 Visit Online

 Connect

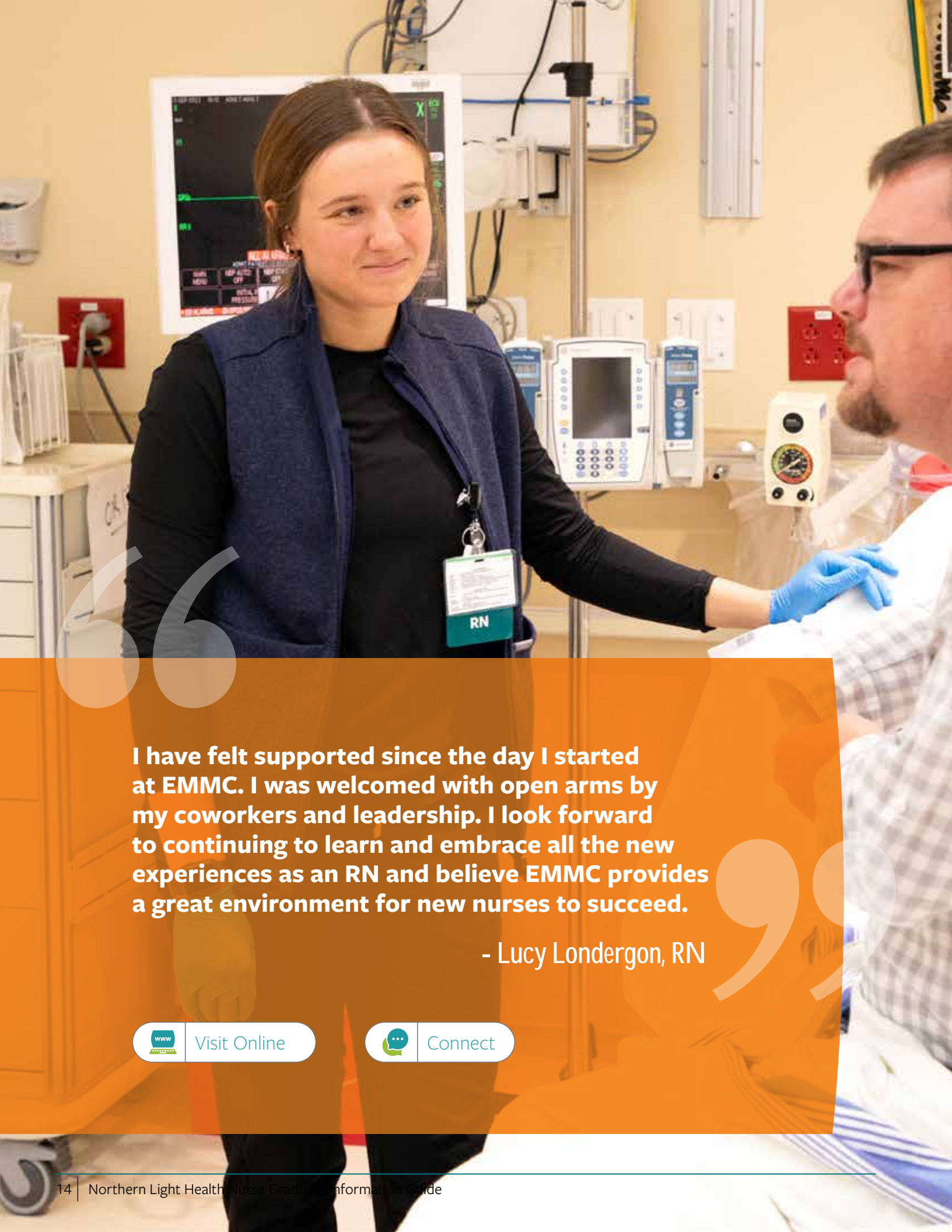
Nurse Residency

Northern Light C.A. Dean Hospital

Northern Light C.A. Dean Hospital encourages new nursing graduates to apply for full-time positions with our critical access hospital. C.A. Dean is Maine's smallest hospital and serves a rural and mountainous terrain of approximately 3,000 miles. We are located in close proximity to Moosehead Lake in Greenville and have three primary/specialty care practices located within a 38-mile radius.


C.A. Dean utilizes a “blended nursing model”. All of our Nursing Team members work in a minimum of two units depending on skill sets and clinical interests. Our Acute Care Unit is telemetry capable, and our Skilled Nursing Unit focuses mainly on dementia care and lower acuity nursing skills. Our Emergency Department is our only critical care area within the hospital and is supported by nursing and our hospital-based Paramedics. In the Spring of 2024, we will be opening a new and modernized hospital to support these clinical areas.

Training for all new hires is personalized with independent goal setting and career development training. Education is completed within the classroom, via virtual learning platforms, and while working with a trained nurse mentor/preceptor on the clinical units and usually is over a 4–6-month period. We also work closely with our hospital partner in Dover Foxcroft, Northern Light Mayo Hospital for additional training and patient experience opportunities.



I have felt supported since the day I started at EMMC. I was welcomed with open arms by my coworkers and leadership. I look forward to continuing to learn and embrace all the new experiences as an RN and believe EMMC provides a great environment for new nurses to succeed.

- Lucy Londergon, RN

 Visit Online

 Connect

Nurse Residency

Northern Light Eastern Maine Medical Center

The New Graduate Nurse Residency Program at EMMC is a 12-month program that consists of one 12-hour shift a month dedicated to:

1. Development of professional skills like leadership, teamwork, and communication
2. Lectures from guest speakers to provide outside perspectives
3. Group discussions around current issues happening in healthcare and our residents specifically
4. Hands-on skills and simulation
5. Dedicated time to work on Evidence-Based Practice projects, role shadows and continuing education activities

New Graduate Nurses in the program have the support of the clinical educator, the coordinator, and for a resource a mentor and advocate. Staff takes the time to listen to residents and point them in the direction they want to be in. We have the support of our leadership teams on the units which include nurse managers, assistant nurse managers, and clinical educators. We also have the support of the leadership of the organization. This program was approved and supported by Associate Vice Presidents of EMMC.

NLEMMC is currently on the Pathway to Excellence through the American Nurses Credentialing Center (ANCC). Organizations that have the Pathway to Excellence Program designation are committed to creating a positive practice environment that empowers and engages its staff. One of the requirements of this program is to have a new graduate transition program. Our New Graduate Nurse Residency Program fits this requirement.



In environments where nurses feel inspired, valued, and empowered, it leads to better outcomes for our patients and better-quality care.

 Visit Online

 Connect

Nurse Residency

Northern Light Home Care & Hospice

The New Graduate Nurse Residency Program at Northern Light Home Care & Hospice is a 12-month program that consists of:

1. Development of professional skills like leadership, teamwork, and communication
2. Development of nursing case management skills to care for patients in post-acute care in the community
3. Collaborative interdisciplinary team discussions around current issues happening in healthcare and our communities specifically
4. Hands-on skills and simulation
5. Dedicated time to work on Evidence-Based Practice projects, role shadows and continuing education activities

New Graduate Nurses in the program have the support of the clinical lead, the coordinator, and for a resource a clinical manager, staff takes the time to listen to residents and point them in the direction they want to be in. We have the support of our leadership teams on the units which include nurse managers, assistant nurse managers, and clinical educators. We also have the support of the leadership of the organization. This program was approved and supported by Associate Vice Presidents of Home Care & Hospice.



Our Nurse Residency Program is designed for new nurses to transition into the practical clinical settings as they develop skills and confidence to become competent professionals.

 Visit Online

 Connect

Nurse Residency

Northern Light Continuing Care, Lakewood

Northern Light Continuing Care, Lakewood is a 5-star rated, 105-bed nursing facility. Lakewood is dually certified to provide long term and skilled rehab nursing care.

We are comprised of three units: a short term, 25-bed skilled rehab unit; a 32-bed, memory care unit; and a 48-bed, long term care unit. Lakewood specializes in transitions of care for our community including recovery from acute medical changes.

Lakewood is a great place for new nurses to sharpen their assessment, care planning, and interventional skills while gaining further experience with nursing procedures.

To ensure new nurse success and confidence, Lakewood focuses on a longer, new nurse orientation process. Lakewood employees are very supportive and always willing to help new nurses gain the experience required to provide excellent and safe patient care. We value our employees and want to ensure the success of our community and its members.



Our goal is to welcome and support our new graduates, increase their job satisfaction, and role model excellent teamwork and communication.

 Visit Inland

 Visit Seabcook

 Connect

Nurse Residency

Northern Light Inland Hospital and Sebasticook Valley Hospital

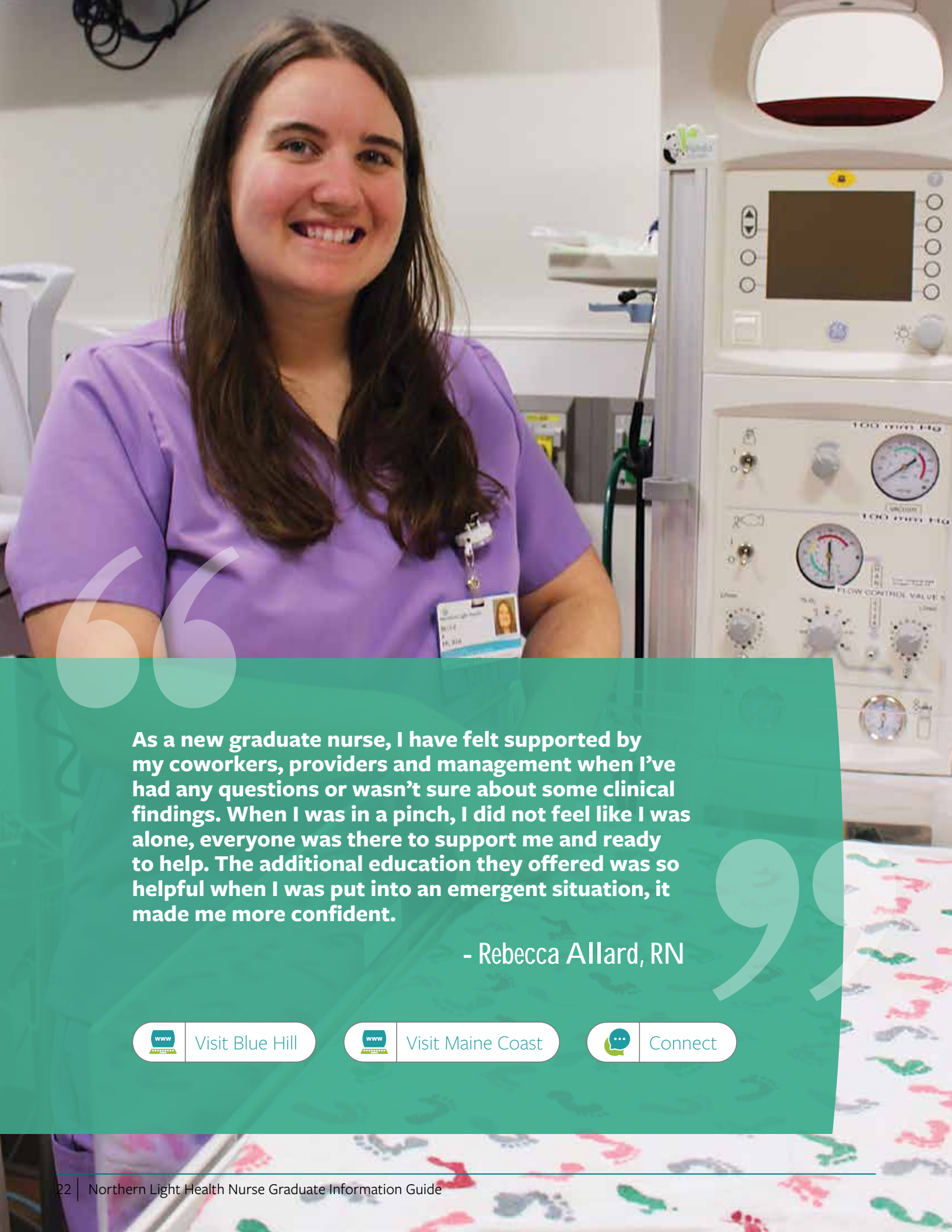
The Inland/SVH NLH Nurse Residency Program is an evidence-based, program aimed at assisting the new graduate to transition from academics to practice. Nurse residency is not a unit orientation program. The process is focused on role development and the advancement of the nurse to become a valuable member of the healthcare team. With the program, nurse resident objectives are to:

- Make the transition from advanced beginner to competent professional nurse in the clinical setting
- Develop effective clinical decision-making skills
- Provide clinical nursing leadership at the point of care
- Strengthen your commitment to nursing as a profession
- Incorporate evidence-based outcomes into clinical practice

The Nurse Residency Program consists of multiple classroom and simulation workshops that include group discussion, didactic, hands-on learning, and evidence-based practice research.

Topics covered in the workshops are:

- Stress Management and Self-Care
- Patient Care Coordination/Patient Care Delivery/Resource Management and Delegation
- Quality/Healthcare Regulation
- Pain Management
- Management of the Changing Patient Condition
- Evidence-Based Practice
- Skin Integrity and Wound Management
- End of Life Care and Ethical Decision-Making
- Cultural Inclusion




As a new graduate nurse, I have felt supported by my coworkers, providers and management when I've had any questions or wasn't sure about some clinical findings. When I was in a pinch, I did not feel like I was alone, everyone was there to support me and ready to help. The additional education they offered was so helpful when I was put into an emergent situation, it made me more confident.

- Rebecca Allard, RN

 Visit Blue Hill

 Visit Maine Coast

 Connect

Nurse Residency

Northern Light Blue Hill Hospital and Maine Coast Hospital

The New Graduate Nurse Residency Program at Northern Light Maine Coast and Blue Hill Hospitals meets monthly for 12 months to assist the new nurse to:

1. Develop professional skills like leadership, teamwork, and communication
2. Obtain further knowledge on clinical and non-clinical topics
3. Participate in group discussions around current issues happening in healthcare and our residents
4. Participate in Hands-on skills practice and simulation

Graduate Nurses in the program have the support of our education department and leaders, who serve as resources, mentors, and advocates. We are committed to helping you succeed in your new career as a nurse, becoming an integral member of our healthcare team.



We're proud our nurses are serving as examples of nursing engagement. They are trying new ideas, breaking new ground, sharing their best ideas with others, and raising the standard for nursing care as they go.

 Visit Online

 Connect

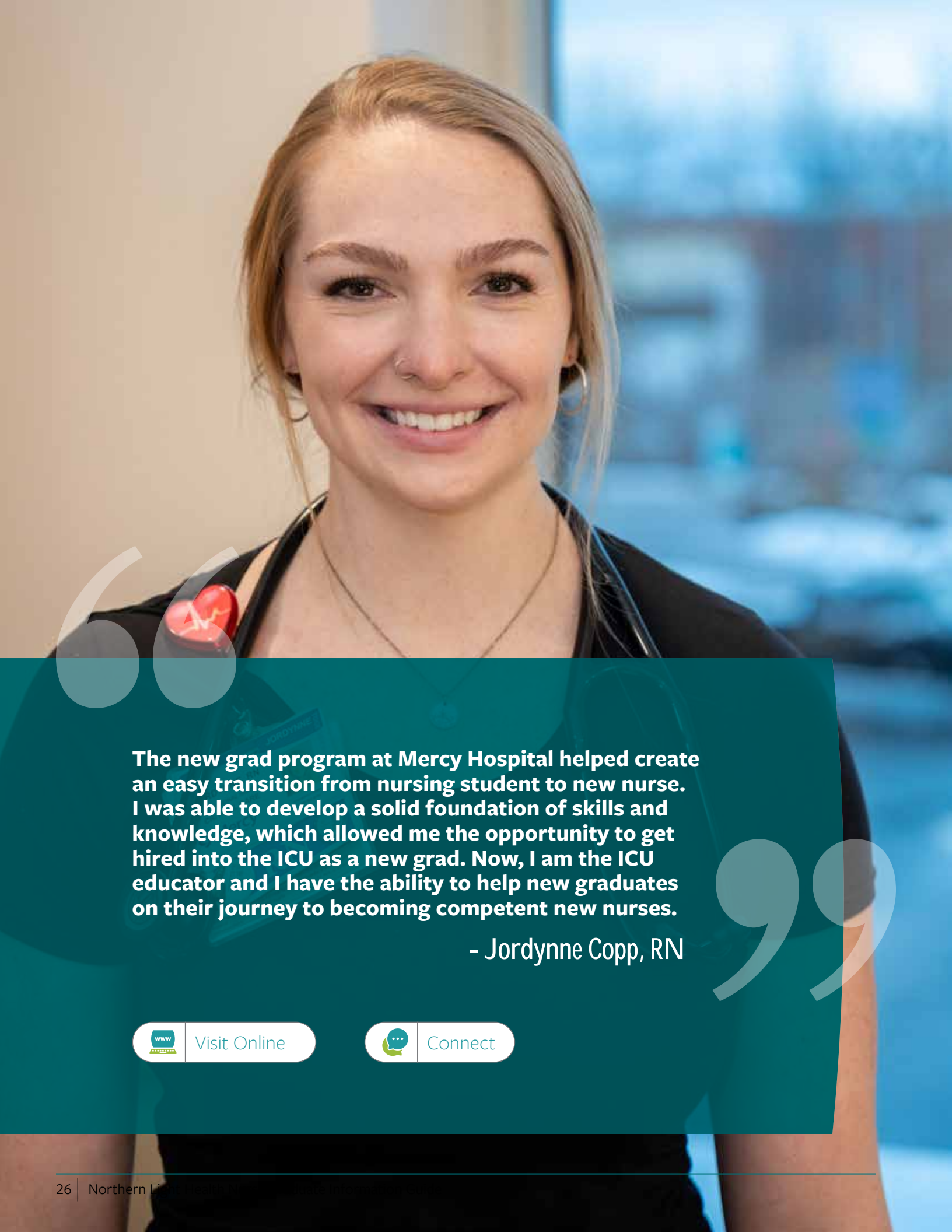
Nurse Residency

Northern Light Mayo Hospital

Northern Light Mayo Hospital welcomes and encourages new nursing graduates to apply for nursing positions at our rural facility. Mayo is a regional critical access hospital with associated primary care and specialty clinics. We are the largest hospital in Piscataquis County and work closely with our hospital partner in Greenville, CA Dean. We have the following hospital nursing units: Medical Surgical, Obstetrics, Intermediate Care Unit, Surgical Services, Outpatient Oncology Clinic, and an Emergency Department. We do hire the right candidates, including new graduate nurses, into our specialty units.

Our training program for new graduates is at least three to six months long and we assess your level and your needs to develop an individualized plan for your growth and development. We have a new graduate nurse orientation and training sessions. This training includes classroom, computer, simulation and other trainings specific to our location. You will be assigned a trained nurse mentor/preceptor and leadership will check in with your progress frequently.

We are invested in your success and want to ensure safety for the new graduate and for our patients.



The new grad program at Mercy Hospital helped create an easy transition from nursing student to new nurse. I was able to develop a solid foundation of skills and knowledge, which allowed me the opportunity to get hired into the ICU as a new grad. Now, I am the ICU educator and I have the ability to help new graduates on their journey to becoming competent new nurses.

- Jordynne Copp, RN

 Visit Online

 Connect

Nurse Residency

Northern Light Mercy Hospital

The Northern Light Mercy New Graduate Nurse Residency provides a unique opportunity in a smaller, faith-based community hospital to gain experience in a variety of inpatient and outpatient settings.

New Graduates are initially hired into the float pool department as a cohort group, and they complete their initial 3-month orientation to the medical, surgical and telemetry units. During this time, New Graduates are scheduled clinical immersion shifts in various specialty nursing departments to gain clinical skills and develop a sense of their future career path. Orientation rotations occur on both day and night shift in order to help the New Graduate Nurse determine where they are most interested in working as they prepare to transition into a more permanent position.

Support for the New Graduate Nurse occurs by working closely with the clinical educators the first three weeks of orientation, precepting by experienced RNs across the different units, and attendance at monthly residency education sessions during their first year (and beyond if they choose!) After the initial orientation, the Managers, Clinical Nurse Leads and Unit-Based Educators continue to support the New Graduates as they transition to the unit and shift they ultimately are hired for.

Text "New Grad" to 207.506.0033

talentacquisition@northernlight.org
careers.northernlighthealth.org

EOE/M/F/Vet/Disabled
Data and content within this book
updated in August, 2023.



Northern Light
Health SM



Found my
True North