



## SOUTHEAST GEORGIA HEALTH SYSTEM

### Frequently Asked Questions Transition Program

#### 1. What is the Nurse Transition Program?

The Transition Program was created to guide new graduate nurses through the transition process from student to professional. The two goals of the Transition Program are:

- To socialize the new graduate nurse to the role of professional registered nurse.
- To provide the new graduate nurse with the knowledge, skills, and ability needed to comfortably function as a beginning practitioner.

#### 2. What are the grade requirements for applying?

There are no specific grade requirements for applying to the Transition Program. However, an applicant's grade point average (GPA) is a key evaluation component for the program. Applicants are encouraged to have a 3.0 or greater GPA when applying to the program.

#### 3. Who can apply?

ONLY graduates from an accredited nursing program may apply.

For a list of schools accredited by the National League for Nursing, please visit [http://www.nlnac.org/Forms/directory\\_search.htm](http://www.nlnac.org/Forms/directory_search.htm) .

For a list of schools accredited by the Commission on Collegiate Nursing Education, please Visit <http://www.aacn.nche.edu/ccne-accreditation/accredited-programs> .

#### 4. How many positions will be offered?

The number of positions offered in the Transition Program are dependent on many different factors, including the overall patient care needs of the Health System.

#### 5. I still need to take boards. Can I take boards after the program begins?

Applicants may apply to the Transition Program **prior** to taking boards. In fact, we highly encourage you to apply quickly due to the number of applicants we anticipate. However, if accepted into the program, transition nurses will not be allowed to begin the program without a current GA nursing license. Licenses will be verified via the Georgia Board of Nursing website.

#### 6. I have always envisioned myself as a Labor & Delivery Nurse. Will I be allowed to choose the department I work in?

Consideration will be given to your preference in departments; however, final decision is based on patient care needs, manager/director input, and personal interviews.

*\*Please Note\**

*On the Application, PLEASE list your top three (3) areas of choice for consideration. This will help us in the decision making process.*

**7. May I choose what shift I will work?**

You may not choose the shifts you are given. The shifts assigned will be based on patient care needs and seniority. You may discuss shift needs and preference with your manager.

**8. How long does the Nurse Transition Program last?**

The Transition Program is a twelve week program. During the twelve weeks, you will participate in a variety of learning scenarios to include professional lectures, ancillary rounds, and precepting time.

**9. I have been working in a Physician's office for several months. Why do I have to enroll in the Transition Program in order to work at the hospital?**

Opportunities in physician offices or long term care facilities provide a great experience for nurses. However, when compared to the acute care setting, the skills utilized are quite different. The goal of the Transition Program is to provide you with the foundation for success in the acute care setting.

**10. When and how do I apply?**

Applications will be accepted between February 12 and May 31 for the 2017 Summer Transition Program. The completed application packet should be returned to the Human Resources Department at Southeast Georgia Health System no later than May 31, 2017.

Please place your completed application packet in a large envelope and send to:

Southeast Georgia Health System  
Nurse Transition Program  
Human Resources Department  
Attn: Ameshea Hines Taylor, MHA  
2415 Parkwood Dr.  
Brunswick, GA 31520

Application packets should be submitted in their entirety. Incomplete submissions will not be accepted.

**11. What do I need to include in the application packet?**

The complete application packet should include the following items:

- Cover Letter;
- Completed Application;
- One Page Essay, "My Path to a Nursing Career";
- Student Ranking Form completed by a nursing instructor;
- Unofficial transcript;
- Two letters of professional reference.

**12. What is the Student Ranking Form?**

The Student Ranking Form is a component of your application packet which must be completed by one of your *clinical* nursing instructors. This form should be received no later than May 31 , 2017. Please allow enough time for completion. The completed form should be sent to the following address:

Southeast Georgia Health System  
Attn: Ameshea Hines Taylor, MHA  
Nurse Recruitment & Retention Specialist  
Human Resources  
2415 Parkwood Dr.  
Brunswick, GA 31520

**13. When does the program start?**

The Summer 2017 Transition class will begin on July 17, 2017. A mandatory General Orientation to Southeast Georgia Health System will be held on July 17- July 21 .

**14. What is the schedule like during the program?**

There is no set schedule for the Transition Program. Please be prepared to work 36 to 40 hours per week with flexible hours. You will be given an abbreviated schedule upon being hired to your designated department.

**15. Will I have to sign a reciprocity agreement with Southeast Georgia Health System?**

Yes. In exchange for the training you receive through the Nurse Transition Program, nurses accepted into the program are required to sign a two (2) year agreement with the Health System. This agreement states you will remain in a full time position with the Health System for 2 years following the Nurse Transition Program. This agreement also states you will remain in the unit you are hired into for a minimum of one (1) year before being eligible to transfer. The agreement will be explained in detail during your onboarding process should you be accepted into the program.