

EL RIO HEALTH

SCOPE:

This procedure applies to **CLINICAL** and **NON-CLINICAL** departments in the following El Rio Health functional areas and/or locations (check all that apply):

- | | | | |
|---|---|---|--|
| <input checked="" type="checkbox"/> Family Medicine | <input type="checkbox"/> Same Day Appt. Clinic | <input type="checkbox"/> Radiology | <input type="checkbox"/> MOR/DOS |
| <input checked="" type="checkbox"/> Internal Medicine | <input checked="" type="checkbox"/> HOB/HOU | <input type="checkbox"/> Pharmacy | <input type="checkbox"/> Administration |
| <input checked="" type="checkbox"/> Pediatrics | <input type="checkbox"/> SIA | <input type="checkbox"/> Laboratory | <input type="checkbox"/> Human Resources |
| <input checked="" type="checkbox"/> Dental | <input checked="" type="checkbox"/> Birth & Women's | <input type="checkbox"/> HIM | <input type="checkbox"/> Accounting |
| <input checked="" type="checkbox"/> Behavioral Health | <input type="checkbox"/> Care Coordination | <input type="checkbox"/> Information Technology | <input type="checkbox"/> Business Office |
| <input checked="" type="checkbox"/> Midwives | <input type="checkbox"/> Wellness | <input type="checkbox"/> Patient Communications | <input type="checkbox"/> Coding |
| <input checked="" type="checkbox"/> OB/GYN | | <input type="checkbox"/> Advocacy & Eligibility | <input type="checkbox"/> Security |
| <input checked="" type="checkbox"/> Clinical Pharmacy | | <input type="checkbox"/> Facilities/Materials | <input type="checkbox"/> Transportation |

<p>PROCEDURE DESCRIPTION: Advance Practice Registered Nurse (APRN) Residency Program – Resident Recruitment and Retention</p>	<p>PAGE: 1 of 2</p>
<p>APPROVAL DATE: 04/2020</p>	<p>REFERENCE NUMBER: MED-035-APRN-SOP-005</p>
<p>EFFECTIVE DATE: 04/2020</p>	<p>DATES REVIEWED WITHOUT CHANGE:</p>
<p>NEXT REVIEW DATE: 04/2021</p>	<p>REPLACES PROCEDURE DATED: NEW</p>
<p>RESPONSIBILITY: APRN Residency Program Director Chief Clinical Officer Chief Human Resources Officer</p>	<p>DATE RETIRED: N/A</p>
	<p>APPROVALS: PPC:04/2020 CAC:04/2020</p>

PURPOSE: To outline El Rio Health's leadership team's commitment to a robust recruitment and retention program for the APRN Residency Program.

PROCEDURE:

El Rio Commits to supporting the following activities for recruitment and retention, in order to ensure a strong foundation is provided for its Health Resources and Services Administration (HRSA) Grant-funded APRN Residency program and establishes the highest level of training to new APRNs.

Recruitment:

- El Rio will complete an intense and rigorous APRN Resident recruitment process, which includes a three-month application cycle, wherein El Rio provides potential applicants with program information via a variety of avenues. These paths include the following:
 - Marketing via El Rio's organizational website,

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- Promotion through social media,
- Attendance by program leaders at local professional conferences,
- Teleconferences with interested and highly qualified academic institutions.

Each promotional activity will include the delivery of in-depth information regarding the residency acceptance requirements. In an effort to recruit the strongest candidates and candidates who will continue to meet the need to serve in under-served and/or rural communities, only the candidates presenting with the best combination of education, experience, and interests will be provided the opportunity of residency appointment. El Rio is committed to recruiting new graduates who illustrate a passion for Community Health and serving the underserved.

Retention:

- Throughout the residency program, Residents will be provided with a rich training environment including the following:
 - Faculty and Resident development sessions
 - Monthly feedback sessions with the Program Director
 - Individual Mentors, who provide the residents with ongoing, personal support in both clinical, professional, and personal matters.

These training and mentor opportunities will ensure that residents have a continual source of support and guidance, and that El Rio is provided regular visibility to any potential concerns or issues. This will allow El Rio to address any concerns before they hinder a resident's progression through the program.

- In order to retain residents after completion of the residency program, El Rio and its partners, Mariposa Community Health Center and Marana Health Center, have established a post-residency employment commitment.
 - With this commitment, the organizations provide guaranteed employment for program graduates for a period of two (2) years.
 - Graduates are provided with a market-rate salary and extensive benefits packages, including 403B retirement, health and dental insurance, paid leave, and life/disability insurance.
 - In addition, the graduates are provided with Federal Tort Claims Act (FTCA) malpractice coverage, as are all federally qualified health center (FQHC) providers.

El Rio Health's leadership team is committed to the success of the HRSA-funded APRN Residency program and will continually strive to revisit the program's educational curriculum, leadership/operational structure, and resident application requirements to ensure the highest level of success for its APRN Residency participants.

REFERENCES: