

Rady Children's Health
CHOC Children's Hospital
Carly Medel RN BSN RNC
Carrie Martin RN BSN

Neonatal Intensive Care Unit
NICU



Carly

- Graduated from GWC in 2003
- Passed NCLEX
- CHOC residency
- BSN American Sentinel
- Charge nurse
- 22 years bedside

Carrie

- Completed 2 years undergraduate work in studio art
- Graduated with an ADN 2014
- Passed NCLEX
- Accelerated BSN Chamberlain College of Nursing 2015
- CHOC residency program 2/2016
- 10 years bedside



Our Educational Pathways

*Life is all about choices. Everyone's
destination is the same; only the
paths are different.*
Sushmita Sen



Degree Pathways

BSN

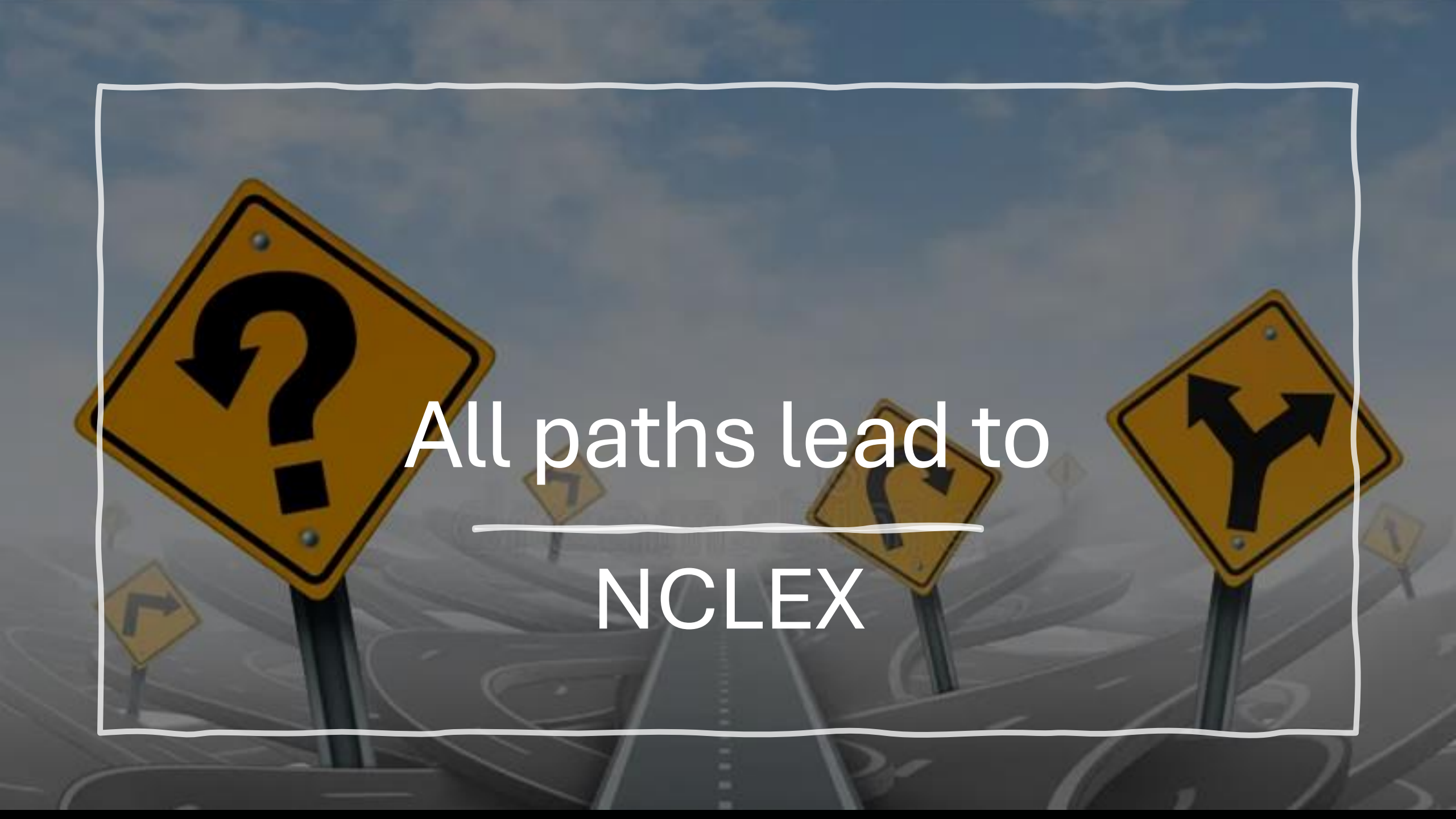
- 4 year program
- Pre-recs vary from school to school
- Get prioritized for pre rec classes
- Clinicals generally start year 2
- Examples:
 - USF, Seattle University, Northern Arizon University, UCLA

ADN to BSN

- 4-6 years
- Community Colleges/Public schools
- May take longer to get your pre-recs completed

BA/BS to MSN

- Accelerated programs
- 18months
- Require a Bachelor



All paths lead to

NCLEX



Pediatric Specialty Units

Clinical rotations are a great time to explore and test out different patient populations and see what feels like a good fit for you

NICU

Pediatric Oncology

CVICU Cardiovascular ICU

Surgery

Neurology

Medical surgical

Mental health

PICU

Emergency



Level I (Well-Baby Nursery): Basic care for healthy, full-term newborns or stabilizing premature babies before transfer.

Level II (Special Care Nursery): Cares for infants born at 32+ weeks who need moderate support (like feeding help or oxygen) but aren't critically ill.

Level III (Neonatal Intensive Care Unit): Comprehensive intensive care for very premature babies or those with severe illnesses, including advanced respiratory support and access to specialists.

Level IV (Regional/Quaternary NICU): The highest level, offering all Level III care plus onsite pediatric surgical specialists, ECMO, and repair for complex conditions like congenital heart defects.



Working in a Level IV NICU

- A Level IV NICU means the hospital has the resources and expertise to provide the highest level of care for the most fragile and complex newborns, including advanced surgical care, ECMO, and specialized support for neurological and cardiac issues.
- Collaborative and team approach to providing individualized care
- Encourages personal and professional growth
- Rewarding career
- Intellectually stimulating
 - Culture of critical thinking



New grad RN Residency program



Registered Nurse with less than 6 months acute care nursing experience.

Education

Required: Graduation from an accredited school of Registered Nursing; Bachelor of Science in Nursing (BSN) required within two years of completion of the RN Residency program.

Licensure

Registered Nurse – CA (RN) License

Basic Life Support (BLS)

Pediatric Advanced Life Support (PALS)

ACLS for PICU, CVICU, ED, Main OR, Recovery Room and Procedure Center

Upon graduation the RN Resident will have successfully accomplished the following:

Deliver safe, independent timely nursing care and practice according to the Nurse Practice Act, Patient and Family Centered Care and CHOC's policies, procedures and standards of care.

Role model CHOC's Mission, Values, Vision, Strategic Goals, Care Model and Nursing Philosophy.

Advocate for patient, patient's family and self.

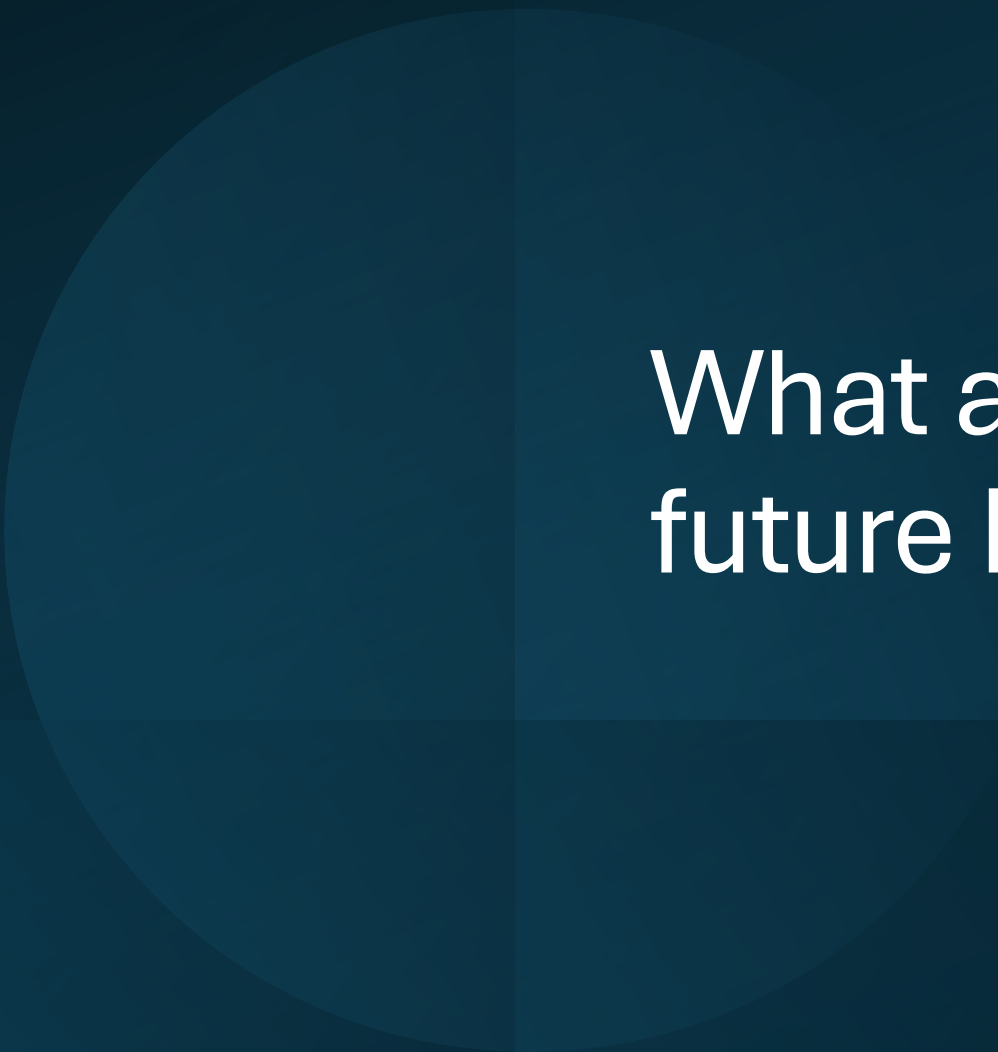
Integrate theoretical knowledge and past situations with clinical experiences to build upon knowledge base.

Participate in new opportunities at CHOC to grow both professionally and clinically.

Build a network of professional relationships.

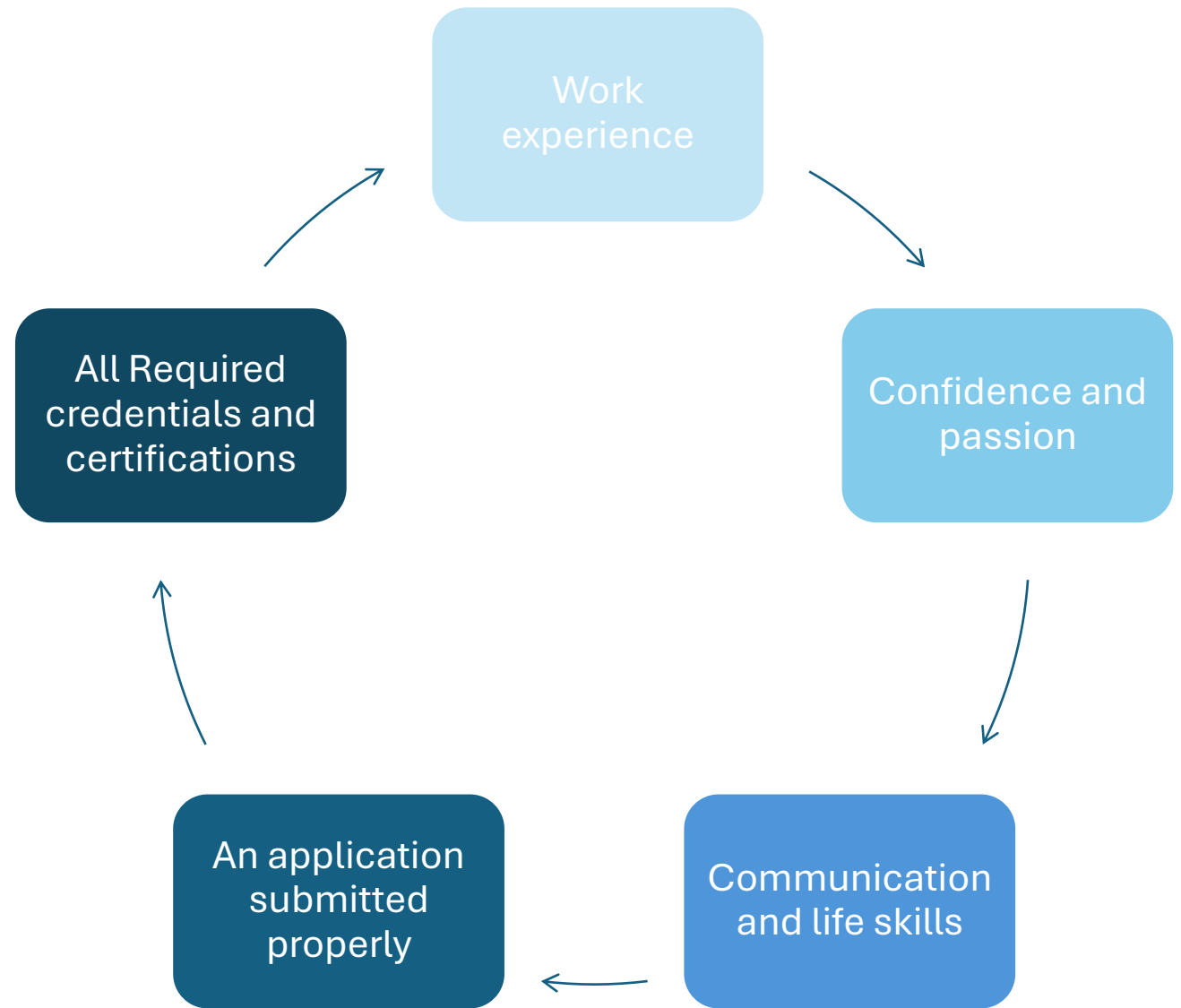
Exemplify the leadership skills gained through the RN Residency Program by pursuing leadership and professional opportunities at CHOC and the nursing professional as a whole.

<https://choc.org/careers/residency-training-programs/rn-residency/>



What are we looking for in
future hires?

Plan for success



How to be a standout Candidate



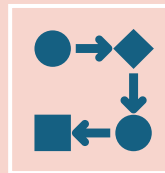
Research the unit you wish to apply for



Understand the core values of the hospital/mission statement



Come with an eagerness to learn.



We do not expect you to know what you are doing!
Be teachable and humble.

While in Nursing School Consider:

CHOC Volunteering

- Coffee Carts
- Patient sitter
- 100 hours

CHOC Employment

- Unit Secretary
- CA on the floors
- Grad Nurses



CHOC prioritizes internal hires!



Questions?