Graduate Nurse Preceptor and Mentoring Program

Community Hospital of the Monterey Peninsula
Human Resources
Employment Specialist
(831) 622-2805
www.chomp.org

FOR EMPLOYMENT OPPORTUNITIES

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A comprehensive program for newly graduated nurses

This program is designed to help new graduates become competent, confident staff nurses by fostering strong clinical skills. The program offers training for personal effectiveness and team leadership, and helps prepare new graduates to become tomorrow’s nursing leaders.

General hospital orientation (1 day)
- Hospital mission and values
- Fire and life safety — security codes
- Emergency preparedness
- Age-specific competencies
- Abuse reporting
- Patient safety — including team dynamics
- Diversity
- Customer service
- Infection control
- Confidentiality — HIPAA/Compliance
- Performance improvement
- Body mechanics
- Basic computer skills (includes using e-mail)

General clinical orientation (4 days)
- Safety precautions
- Working with other services: nutrition, social services, hospice, point-of-care training
- Pharmacology assessment review/Pyxis
- Code blue/crash cart
- Clinical documentation
- Electronic medical records
- Patient education
- IV therapy/Blood administration
- IV pump introduction
- Central lines
- Epidural analgesia
- Medication administration, IV and epidural written tests

Department-based preceptor mentoring
- One-on-one clinical coaching
- Nursing expectations
- Unit-specific procedures and equipment
- IV pump instruction

Pediatric assessment skills
ACLS and PALS training (per department requirement)

Critical-care training program
(for telemetry, ICU, and ED nurses)
16-week program including classroom work and clinical coaching

New graduate development day
(August)
- Learning styles
- Pain management
- Self-care
- Transition of role
- Cultural diversity

New graduate development group
(monthly meetings)
- Clinical updates
- Help with advanced skills
- Support from experienced and peer nurses