



BEGINNING YOUR NURSING CAREER

*Nursing Student
Toolkit*



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1. WELCOME



It is my pleasure to serve as Chief Nursing Officer at Denver Health. We are a team of over 3,000 Nursing, Respiratory Therapy and Rehabilitation Services professionals who pride ourselves in effectively caring for our patients and their families.

We demonstrate pride in serving the community through our compassionate care, excellence in practice, joy in serving others, relentlessness in fighting for everyone and our commitment to working together as an interprofessional team.

We proudly serve nearly 30 percent of all Denver residents, or more than 191,000 individuals.

We have a rich history of supporting the education and training of nurses being the first training school for nurses west of the Mississippi, which opened in 1887. Our current BSN rate is over 80% and our national board certification rates exceed national numbers.

Our teams are committed to educating the next generation of health care professionals through our current support and appreciation for our students.

Nursing, Respiratory Therapy and Rehabilitation Services are alive and well at Denver Health!

We invite you to join our team as we work together to achieve our True North: "Change the world by transforming the health of our patients and our community."

Sincerely,

Kathy Boyle, PhD, RN, NEA-BC

2. WHY DENVER HEALTH

- **Mission driven**
- **Career growth**
- **Shared leadership**
- **Values in action:**

Excellence, Compassion, Relentlessness, Stewardship and Learning.

When you join Denver Health, you join a network of care. We are compassionate, mission-driven and committed to improving our communities.

High-quality care for all is at the heart of Denver Health's mission. As Colorado's primary safety-net institution, we are driven to serve the people of Denver regardless of their social or economic situations.

Denver Health has been serving the people of Denver as an anchor in the community since 1860. We care for the whole person by addressing factors like access to healthy food, housing, employment, transportation, and education.

Denver Health provides several rewarding career paths for nurses from our level one trauma center, to our urgent care centers, inpatient care at our main hospital, and outpatient care at community health centers located throughout the city. We welcome nurses from all career stages, whether you have many years of experience or have just completed your degree; there is a place for you at Denver Health.

Nurses are an essential part of our collaborative care teams. We welcome to you join our team, where you will have a chance to provide care to patients from all walks of life and handle cases at every level of complexity, unlike any other hospital system in the Rocky Mountain Region.

Denver Health Nurse Residency Program at Denver Health is recognized by the ANCC Practice Transition Accreditation Program® (PTAP).

3. BELONGING TO DENVER HEALTH

How can I find my career fit?

Denver Health is actively hiring a variety of nurse positions. One of our greatest nursing-related priorities is our nurse-to-patient ratio and focusing on appropriate staffing. To identify all the career opportunities available, visit

[DenverHealth.org/NursingJobs](https://denverhealth.org/NursingJobs):

- Click on "Apply as an External Candidate"
- Type "New Grad" in the Job Title field to see open positions.



New grad RN position requirements

- Graduation from an accredited Nursing Education Program with up to one year of RN experience.
- Associate degree in Nursing (ADN) and Bachelor Degree (BSN) candidates may apply.
- Apply and interview up to 120 days before NCLEX date; must be a licensed RN by employment start date.
- BLS Healthcare Provider Certification (American Heart Association or Red Cross).
- Flexibility to work weekends, holidays, and 12-hour day/night shifts.

4. DENVER HEALTH EMPLOYEE BENEFITS

Denver Health employee benefits include:

- Competitive pay
- 20 days paid time off and seven paid holidays each year for new employees
- On-site, low-cost employee fitness center and virtual well-being classes
- 24/7 counseling for you and your family through the Employee Assistance Program
- Competitive health insurance plans and excellent medical and dental benefits
- Education opportunities and tuition reimbursement
- Shared leadership and advancement opportunity
- State-of-the-art facilities
- Immediate retirement plan matching.
- Professional clinical advancement program
- Participation in evidence-based projects
- Additional Voluntary Life and Accidental Death & Dismemberment Insurance
- Supplemental Vision Plan
- Critical Illness Insurance
- Universal Life Event Insurance with Long-Term Care (LTC)
- Home Loan Program
- Group Legal Plan
- Auto/Home/Boat/RV/Renters Insurance Plan
- RTD EcoPass
- Denver Community Credit Union
- Dell PC Employee Purchase Program
- Discounts Gyms, Spas, Electronics, Sporting Events, etc.
- See our full benefits [here](#)

5. NURSE RESIDENCY PROGRAM

Our Graduate Nurse Residency Program has supported entry into practice since 2011 and is a comprehensive program that builds confidence and competence in the RN role.

- 12-month program consisting of paid 3-hour education classes each month attended by graduate nurses across the organization. This format promotes critical thinking and professional development along with peer support.
- In your specific department you will also complete
 - 1:1 preceptor-led unit orientation.
 - Separate population-based classes
 - Mentorship

We hire new graduate RNs on these units: (unit orientation time varies by specialty)

- **Acute Care**
 - 3M – ACUTE Center for Eating Disorders & Severe Malnutrition
 - 7A – Cardiac
 - CCMF – Correctional Care
 - Float Pool
 - 6A – (GSU)/Rehab
 - 9A – Med/Onc
 - 8A – Med/Surg
 - 4CS – Surgical Ortho
 - 4B – Surgical Trauma
- **Ambulatory Care Clinics**
- **Behavioral Health**
 - Adult and Adolescent Inpatient Psychiatry
 - Denver Sheriffs and Denver CARES
 - Psychiatric Emergency Services
- **Critical Care**
 - 3B Flex (PCU)
 - MICU
 - SICU
- **Emergency**
 - Adult
 - AUCC (Adult urgent care)
 - CDU (Short-term stay unit)
 - Pediatric
- **OR and Pre-op/PACU**
- **Woman/Child**
 - L&D
 - Mom/Baby
 - NICU
 - Peds/PICU

6. NURSING APPRENTICE

The Nursing Apprentice I and Nursing Apprentice II roles were created as a pathway for nursing students offering on-the-job experience for individuals pursuing a career as a registered nurse.

	Nursing Apprentice I	Nursing Apprentice II
Qualifications	Enrolled in an ADN or BSN program and passed Medical Surgical 1, must maintain enrollment and be in good academic standing	Enrolled or graduated from ADN or BSN program and within 120 days for passing NCLEX exam
Approved Tasks	<ul style="list-style-type: none"> • Skills approved in the Certified Nursing Assistance scope of practice • Wound care and wound care documentation with an RN co-signature • Place and removal of peripheral IVs • Perform phlebotomy • Removal of urinary drainage catheters • Perform central line dressing changes 	<ul style="list-style-type: none"> • Skills approved in the Certified Nursing Assistance scope of practice and all tasks/skills of Nursing Apprentice I • Assessments and reassessment documentation with an RN co-signature

7. Sample Nursing Student Career Pathway

HEALTHCARE TECHNICIANS

ProvidersCertified Nursing Assistant (CNA)

Assists with basic patient care and activities of daily living. Orders & maintains supplies.

Pay: \$17.00 - \$23.08/hr

Required Education: n/a

Required Experience: n/a

Required License/Cert: Colorado C.N.A. license, BLS for Healthcare Providers

Behavioral Health Tech (BHT)

Provides direct patient care and may conduct therapeutic group sessions under supervision. Assists with care plans & admissions.

Pay: \$19.23 - \$25.96/hr

Required Education: High school diploma/GED

Required Experience: n/a

Required License/Cert: LS for Healthcare Providers

Emergency Medical Technician (EMT)

Attends to patients being transported to and from the hospital, Responds to 911 field calls and inter-facility transfers.

Pay: \$19.23 - \$25.96/hr

Required Education: High school diploma/GED

Required Experience: n/a

Required License/Cert: Colorado EMT-B certificate, IV Certification, Colorado Class R drivers license

Patient Safety Attendant (PSA)

Provides 1:1 or group continual observation of patients at risk for harm to self or others in a single room.

Pay: \$17.00/hr

Required Education: n/a

Required Experience: n/a

Required License/Cert: BLS for Healthcare Providers

Nursing Apprentice I

Nursing students enhance clinical skills in hospital environment by performing basic patient care activities under RN supervision.

Pay: \$18.70 - \$25.34/hr

Required Education: Completed Med/ Surg I course

Required Experience: n/a

Required License/Cert: BLS for Healthcare Providers

PRE-NURSING POSITIONS

Nursing Apprentice II

Nursing students preparing for NCLEX enhance clinical skills in hospital environment by performing basic patient care activities under RN supervision.

Pay: \$26.20/hr

Required Education: Must successfully pass the NCLEX registered nurse exam within 6 months of start date or expiration of Temporary RN license

Required Experience: n/a

Required License/Cert: BLS for Healthcare Providers

Licensed Practical Nurse (LPN)

Provides direct patient care. Assists with procedures, medication administration, phlebotomy, and limited laboratory procedures

Pay: \$21.15 - \$30.24/hr

Required Education: High school diploma/GED, LPN program completion

Required Experience: n/a

Required License/Cert: Colorado LPN license, BLS for Healthcare Providers

Registered Nurse New Graduate

12-month Nurse Residency Program designed to ease the transition from student to practicing professional nurse.

Pay: \$29.05/hr, increases to \$29.80 at 6 months, \$30.53 at 12 months

Required Education: Completion of an accredited nursing education program

Required Experience: n/a

Required License/Cert: Colorado RN License (by start date; apply up to 120 days before NCLEX date), BLS for Healthcare

Registered Nurse

NurseProvide full scope of patient care as an experienced RN.

Pay: \$30.53 - \$45.87

Required Education: Completion of an accredited associate's or bachelor's nursing education program

Required Experience: 1 year as an RN

Required License/Cert: Colorado RN License, BLS for Healthcare

Ranges on this document are base pay only and do not include select unit differentials or shift differentials.
Document revised on 11/3/22.

8. LIVING IN DENVER, COLORADO

A rapidly growing metropolis located at the foot of the Rocky Mountains, Denver offers all the amenities of urban living surrounded by unparalleled natural beauty. Outdoor lovers need to look no further than their own backyard for some of the country's best hiking, biking, climbing and skiing. However, those with more of an interest in the arts will find a multitude of museums, performing arts centers, music venues and a burgeoning culinary scene.

Denver is one of only two cities in the United States with eight professional sports teams, ranging from baseball, football, basketball, hockey, soccer, and lacrosse.

While Denver proper is composed of an array of diverse neighborhoods, many providers in our group also choose to live in surrounding areas in the foothills and nearby cities such as Golden and Boulder. The central location of Denver Health makes this a feasible and convenient option.

Some of the closest Neighborhood to our main campus are:

Art District on Santa Fe



Downtown Denver



Capitol Hill



The city's location at the base of the Rockies yields overall mild temperatures with average high temperatures of 45 degrees F and 86 degrees in winter and August respectively. The arid climate translates into low levels of precipitation with only 8-15 inches annually. The city also boasts 300 days of sunshine per year more than Miami or San Diego. This makes outdoor activity in one of the city's 200 parks a year-round possibility.

Learn more about living in Denver [here](#).