The adult Critical Care Nurse Internship Program (CCNIP) is an orientation program designed to support an individualized plan to develop nursing professional practice in the critical care specialty. The goal of orientation is to validate thinking and provide opportunities to verify performance at an advanced beginner level.

The CCNIP is a concept-based curriculum focused on professional practice and population-based concepts. The goal of the concept-based curriculum is to provide a structure for developing the skill of thinking that supports decision making. A concept-based design ensures a deep understanding of the essential problems and situations in the critical care environment by organizing the vast amount of content into manageable concepts. Concepts are sequenced and spiraled to support purposeful repeated exposure and enhance pattern recognition.

A version of the Oregon Consortium for Nursing Education (OCNE) clinical education model is the structure for all learning activities, while a modified Married State Preceptorship Model (MSPM) guides the preceptorship experience. All CCNIP preceptors attend a Preceptor Development Workshop (PDW) specifically designed to develop professional practice. Over 300 hours are dedicated to the focused and integrated preceptorship.

Mentoring begins at the completion of CCNIP. The focus of the mentoring program is to facilitate progression of self-efficacy and competence. The goal of the mentor relationship is to provide guidance, motivation, support, and role-modeling. Additionally, the relationship should facilitate unit and organizational enculturation as well as the development of communication strategies to reduce job stress and improve job satisfaction. The mentoring program includes the following: (1) structured or unstructured meetings with a mentor and mentor champion, (2) 6-day lecture series through the Greater Portland Chapter American Association of Critical-Care Nurses Consortium, (3) new nurse graduate reflective debriefing 4—session series, and (4) an evidence-based project on a topic of interest.

Learning continues beyond orientation and mentoring. An annual bonus is offered to certified employees. Go to the AACN website for details about initial CCRN certification (CCNIP preceptorship hours are included in the eligibility requirements). Additional professional development opportunities are available through the shared governance structure within the organization.
## NEW NURSE GRADUATE REQUIREMENTS

**Either of the following:**

- A minimum of **228 hours of direct-patient care** in an adult ICU practicum as a nursing student completed within 1-year of graduation from nursing school.
- A minimum of **180 hours of direct-patient care** in an OHSU adult ICU practicum as a nursing student completed within 1-year of graduation from nursing school.

- Baccalaureate of Science in Nursing
- Degree from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA)
- Current, unencumbered Oregon State Registered Nurse License
- Unencumbered criminal background check
- Both BLS/ACLS must be issued by the American Heart Association (AHA) or Military Training Network branch of AHA
- Both BLS/ACLS must not expire during the CCNIP or probation period (If you are an existing OHSU workforce member, then review Licensure, Certification and Registration Requirements for OHSU Healthcare Workforce Members policy, specifically #3, to receive compensation for BLS and ACLS certification)
- Minimum score of 11/18 on OHSU Nurse Interview Evaluation Tool

## NON-ICU EXPERIENCED NURSE: INTERNAL HIRE REQUIREMENTS

**Either of the Following:**

- 2-years of current Adult Inpatient Acute Care or Emergency Department experience
- Baccalaureate of Science in Nursing (preferred)
- Degree from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA)
- Current, unencumbered Oregon State Registered Nurse License or Endorsement
- Unencumbered criminal background check
- Both BLS/ACLS must be issued by the American Heart Association (AHA) or Military Training Network branch of AHA
- Both BLS/ACLS must not expire during the CCNIP or probation period
- Certification in specialty (preferred)
- Minimum score of 11/18 on OHSU Nurse Interview Evaluation Tool

## HOW TO APPLY

1. Go to OHSU Nursing Careers at [http://www.ohsu.edu/xd/about/services/human-resources/careers/nursing-careers/index.cfm](http://www.ohsu.edu/xd/about/services/human-resources/careers/nursing-careers/index.cfm)
2. Search for jobs under Nursing-Internships
3. CCNIP cohorts in January, May and August
4. Applications open about 18 weeks prior to start date

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### SUMMER Cohort 2016
- Application Deadline: May 8, 2016
- External Hire Start Date: August 22, 2016
- Internal Hire Start Date: August 29, 2016

### WINTER Cohort 2017
- Application Deadline: October 2, 2016
- External Hire Start Date: January 9, 2017
- Internal Hire Start Date: January 16, 2017

### SPRING Cohort 2017
- Application Deadline: January 29, 2017
- External Hire Start Date: May 8, 2017
- Internal Hire Start Date: May 15, 2017

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### NEW NURSE GRADUATE REQUIREMENTS

**Either of the following:**

- A minimum of **228 hours of direct-patient care** in an adult ICU practicum as a nursing student completed within 1-year of graduation from nursing school.
- A minimum of **180 hours of direct-patient care** in an OHSU adult ICU practicum as a nursing student completed within 1-year of graduation from nursing school.

- Baccalaureate of Science in Nursing
- Degree from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA)
- Current, unencumbered Oregon State Registered Nurse License
- Unencumbered criminal background check
- Both BLS/ACLS must be issued by the American Heart Association (AHA) or Military Training Network branch of AHA
- Both BLS/ACLS must not expire during the CCNIP or probation period (If you are an existing OHSU workforce member, then review Licensure, Certification and Registration Requirements for OHSU Healthcare Workforce Members policy, specifically #3, to receive compensation for BLS and ACLS certification)
- Minimum score of 11/18 on OHSU Nurse Interview Evaluation Tool

### NON-ICU EXPERIENCED NURSE: EXTERNAL HIRE REQUIREMENTS

**Either of the following:**

- 2-years of current Adult Inpatient Acute Care or Emergency Department experience
- Baccalaureate of Science in Nursing (preferred)
- Degree from a program accredited by Commission of Collegiate Nursing Education (CCNE), Accreditation Commission for Education in Nursing (ACEN) or Commission for Nursing Education Accreditation (CNEA)
- Current, unencumbered Oregon State Registered Nurse License or Endorsement
- Unencumbered criminal background check
- Both BLS/ACLS must be issued by the American Heart Association (AHA) or Military Training Network branch of AHA
- Both BLS/ACLS must not expire during the CCNIP or probation period (If you are an existing OHSU workforce member, then review Licensure, Certification and Registration Requirements for OHSU Healthcare Workforce Members policy, specifically #3, to receive compensation for BLS and ACLS certification)
- Certification in specialty (preferred)
- Minimum score of 11/18 on OHSU Nurse Interview Evaluation Tool