



RN Apprentice
606007

Job Profile Summary

The RN apprenticeship is a partnership between Altru Health System and Lake Region State College. The applicant must be accepted into the Lake Region State College RN academic program prior to applying for this position.

This position moves through three steps of apprenticeship, each step based on knowledge and skills of Lake Region State College's academic program. The RN Apprentice performs skills under the supervision of a Registered Nurse (RN) onsite.

Job Description

- Performs daily rounds on all patients assuring quality customer service by coordinating and taking action on any requirements not met.
- Develops a plan of care based on an assessment that reflects the patient's physical, psychological, social, educational, developmental, and rehabilitative needs based on the patient's age, ethnic origin, economic status, lifestyle, creed, or philosophical beliefs.
- Assesses the patient's condition and nursing needs, sets goals, and prescribes appropriate nursing actions to meet those goals and the physical, psychological, social, and rehabilitative needs of the patient, including discharge planning.
- Assesses, intervenes, and reassesses the patient's self-report/symptoms of pain promptly and takes appropriate action according to standard operating procedure.
- Identifies the early warning signs of a change in a patient's condition and responds appropriately to a deteriorating patient, including contacting responsible clinicians as indicated by standard operating procedure. Assists with or institutes emergency measures for sudden adverse developments in patient conditions.
- Reports pertinent observations and reactions regarding patients to the appropriate multidisciplinary team member and records those observations accurately and concisely. Ensures that interventions or referrals are made promptly. Completes and submits all incident reports (patient, visitor, staff) prior to the completion of each shift.
- Establishes and maintains communication and utilizes educational opportunities with patients and other significant individuals.
- As early as possible, begins discharge planning, appropriate education, and counseling based on identified needs to optimize patient/family understanding. Evaluates and document according to standard operating procedure.
- Assigns or delegates, within the scope of practice, education, and experience, the responsibility for the performance of nursing



interventions to other persons for which that person has the necessary skills and competence to accomplish safely.

- Performs other duties as assigned or needed to meet the needs of the department/organization.

Certifications:

- Licensed Practical Nurse | North Dakota Board of Nursing | Prior to Start Date | HR Primary Sources
- Basic Life Support (BLS) | American Heart Association (AHA) | Prior to Start Date | Learning Management System

Notes:

- Enrolled in Lake Region State College RN Apprenticeship Program

Additional Job Description

- Demonstrates understanding and follows infection control policies and procedures according to standard operating procedures.
- Maintains requirements for age-specific competencies for the position and demonstrates the knowledge or principles of growth and development and the skills necessary to provide patient/customer care/services.
- Demonstrates knowledge and understanding of and compliance with:
 - All pertinent safety, health, and environmental policies, procedures, and guidelines.
 - Working safely, without causing harm or risk to self, others, or property.
 - The work environment safety procedures and prompt reporting of unsafe practices, procedures, accidents, injuries, or other safety violations to the Leader.
 - The use of all safety equipment and personal protective equipment.