

Texas Children's Nurse Residency Program – Frequently Asked Questions (FAQ)

Program Eligibility

What are the program requirements?

Completion of a BSN or higher nursing degree from an accredited program, current Texas RN license with less than 12 months of experience at cohort start date and a BLS certification from the American Heart Association.

Do you currently accept nurses with an Associate's Degree of Nursing?

We currently do not accept external applicants that hold an Associate's Degree of Nursing (ADN). Only internal applicants with an ADN are eligible to apply to the program. Additional requirements will be discussed if internal applicants are offered an RN position.

I am in the U.S. on a work visa. Am I eligible to apply?

Due to varying factors, visa sponsorship is handled on a case by case basis.

Application Process

What are the program requirements?

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I am a contract employee at Texas Children's. Should I apply as an internal or external applicant?

You should apply as an external applicant.

I am a current TCH employee but applied through the external site. Will I still be considered an internal applicant?

No. All internal employees must apply through the Opportunity Marketplace in Voyager. Failure to do so and to self-identify may result in being missed as an internal candidate.

How should I upload my documents (resume, letter, mission statement, recommendation letter)?

All documents should be combined into a single file and uploaded in the attachment section of the application (PDF preferred). There is not a separate link for your instructor to submit a recommendation letter. It must be included in your original application.

Can I submit letters of recommendation or other documents after submitting my application?

No, once your application is submitted, you cannot add additional documents. All incomplete applications will be discarded.

If I withdraw my application due to an error, can I resubmit?

No, your application must be accurate at the time of submission. Resubmission is not allowed after withdrawal.

What should I do if I did not include the required documents?

Applications must be accurate at the time of submission and include all required documents as an attachment. All incomplete applications will be discarded.

When in the process do I choose the unit I'm applying for?

You will select your preferred unit during the application process. The process is clearly outlined online.

When should I expect to receive a follow-up on my application status?

If you are a match for a role, a recruiter will reach out to you.

How will I know if I am selected for an interview?

A recruiter will contact you directly to schedule an interview.

Licensure and Reapplication

What if I don't pass my boards the first time? Can I still join the program later?

Yes, you may reapply to the program during the next application period. If selected, you can join the next available cohort.