



Podcast Club: An Innovative Approach to Enhance Nursing Practice



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Introduction

- New registered nurses (RNs) often experience stress, frustration, and low confidence as they adjust to their new role and responsibilities.¹
- Providing educational opportunities and a supportive work environment can reduce new RN stress and improve patient care.²
- Journal Clubs are an effective way to engage nurses, enhance their practice, and create a sense of belonging.³

Background

In 2021, the Complex Care Unit (CCU) at Children's Hospital of Philadelphia experienced a high turnover rate so that in 2022, 70% of the nursing staff were new RNs. While nurses are continuously supported throughout their 8 weeks of orientation, the CCU did not have methods in place to consistently maintain that support once nurses were practicing independently.

The new RNs identified the need for additional resources at the unit-level to support their growth clinically, emotionally, and psychologically.

The unit's Clinical Nurse Specialist (CNS) and an experienced CCU registered nurse (CCU RN) performed a literature search and determined that a Journal Club could effectively provide the support the new RNs were requesting. After some discussion and creative thinking, the idea of Podcast Club (PC) was born!

Methods and Materials

Participants

- Nurses with less than 1 year of experience on the unit

Podcast Episode Selection

- Topics were based on recent safety events and challenges identified by the new RNs, charge nurses, and unit leadership
- The CNS and CCU RN searched a variety of podcasts and narrowed down the options by using the following selection criteria:
 - Duration of 30 minutes or less
 - Professional content that aligned with institution policies and procedures
- The following podcast episodes were chosen:
 - Do I Ask Too Many Questions? by Thriving Nurse (PC 1)
 - How to ask the right questions and use resources to find answers
 - Learn How to Delegate as a New Nurse by The Empowered Nurse Podcast (PC 2)
 - How to delegate more effectively
 - Workflow Like a Pro by Thriving Nurse (PC 3)
 - Tips for how to organize your shift
 - Dealing with Difficult Patients by Thriving Nurse (PC 4)
 - How to approach challenging patients and families



Podcast Club Plan

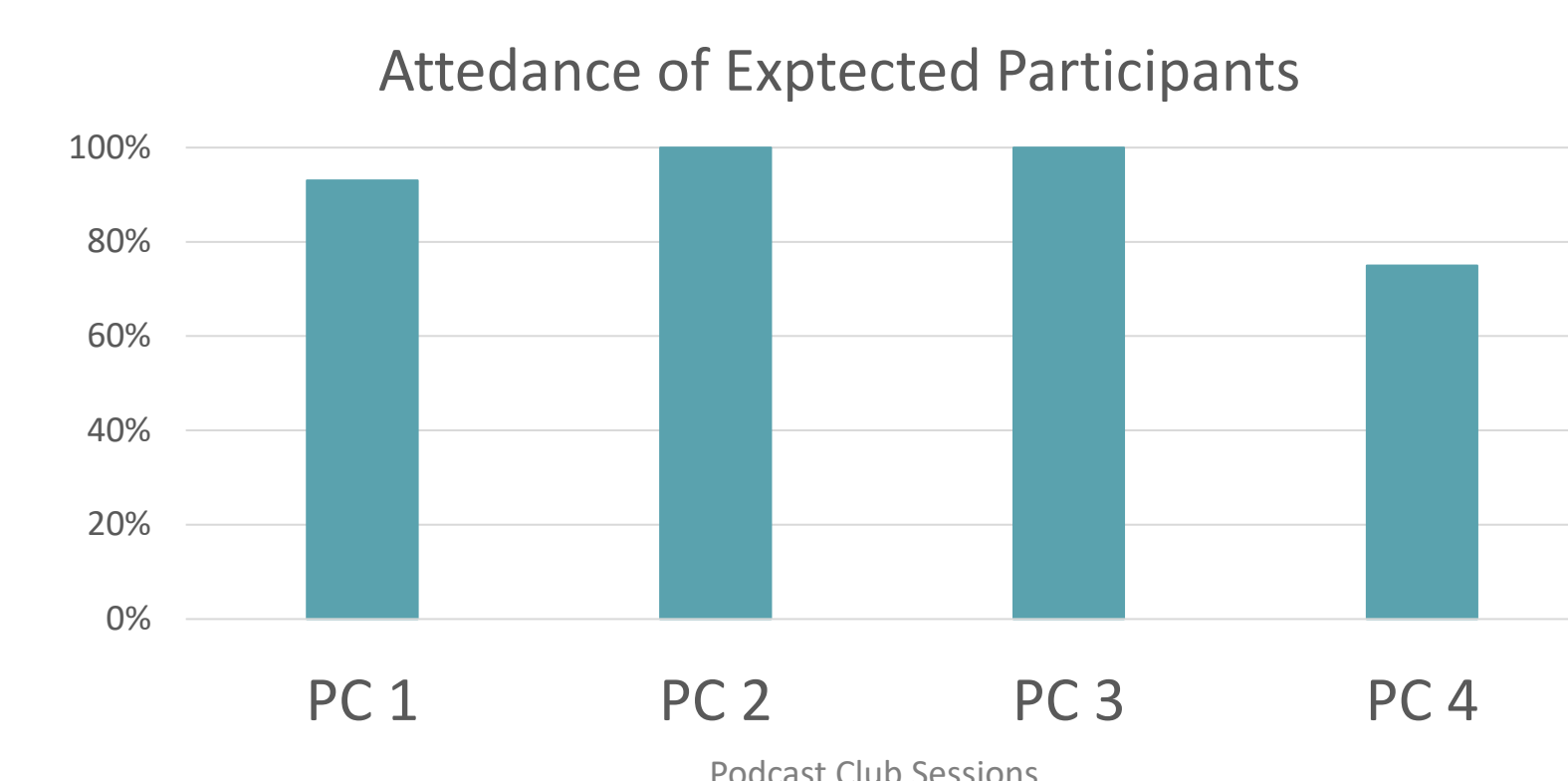
- Podcast Club was held every other month
- Two virtual discussion sessions were offered each PC month
- The CNS and CCU RN sent out the episode information a few weeks before the sessions
- The nurses were expected to listen to the assigned episode and attend one PC discussion
 - If a nurse could not attend either session, they could answer a set of reflection questions as an alternative

Podcast Club Discussion Points

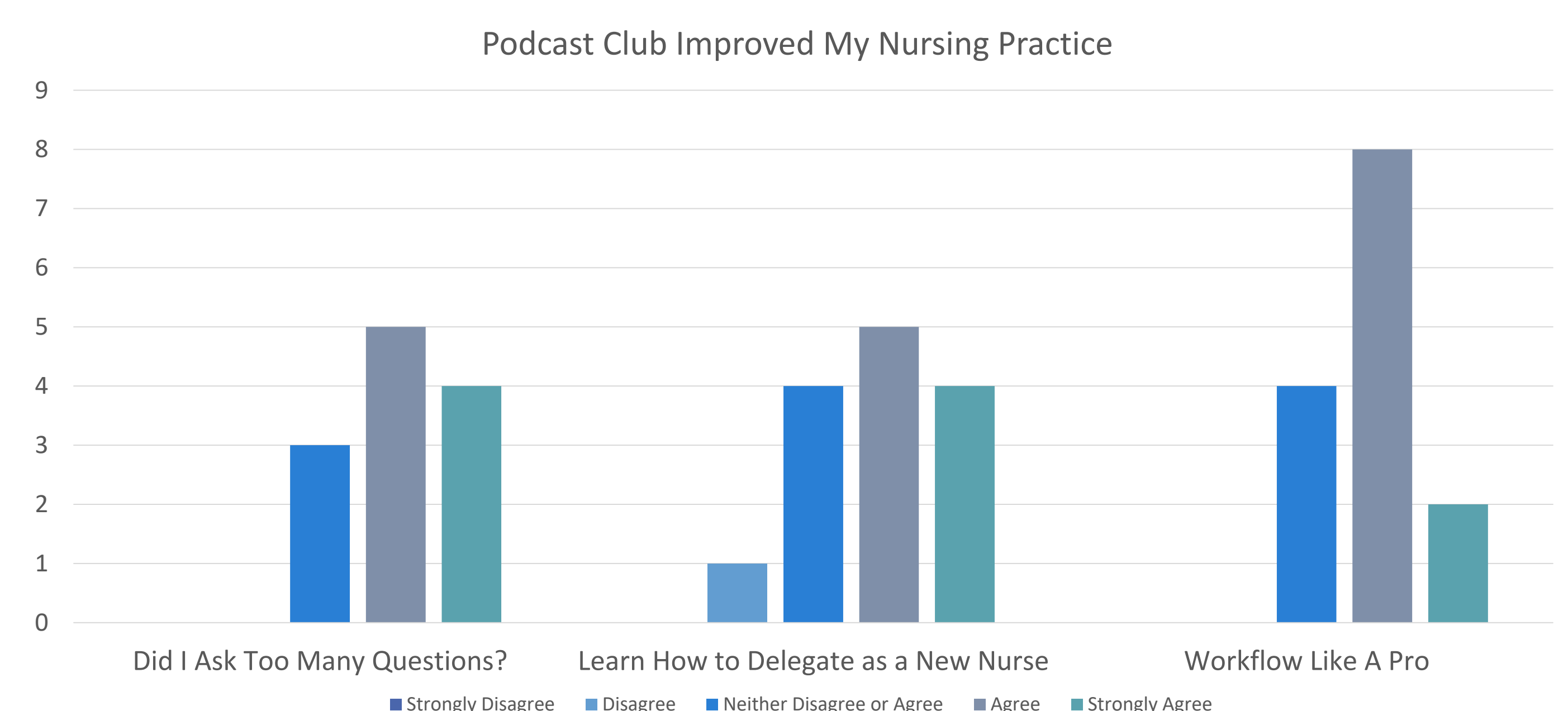
- The CNS and CCU RN planned loose discussion points to guide conversation including highlights from the podcast, how to apply to practice on the CCU, and sharing lived experiences on the unit

Results

- Podcast Club was held every other month from February 2022 – August 2022
- 75-100% of expected participants attended each PC session



- The nurses were surveyed following the third Podcast Club discussion.
 - In response to the statements that Podcast Club improved their nursing practice and knowledge, 68% responded 'Agree' or 'Strongly agree.'
 - Comments included:
 - 'Listening to the podcasts and discussing them was helpful while navigating as a new nurse'
 - 'It's good to see that others are struggling with the same things I am...and to listen to the podcasts suggestions in each of them.'



Discussion

Podcast Club was a hit! It successfully provided a creative forum for support, education, strategy sharing, and team bonding.

The high attendance for each session demonstrated the enthusiasm for PC as well as the dedication the new RNs had to improve their practice.

The podcast episodes and subsequent PC sessions facilitated open discussions about how to improve nursing practice. The CNS and CCU RN were able to highlight how the content of the episode could be applied to their practice. But what was most effective and valued was the new RNs sharing their successful strategies related to the topic.

The conversations often turned into team-building moments. PC provided a safe space for the new RNs to confide in each other about challenges related to the topic and bond through shared experiences.

Podcast Club was so successful and well-received, it was eventually incorporated into unit shared governance meetings to facilitate educational opportunities for both new and experienced nurses. 11 Podcast Club sessions have been held in the last 2 years.

Conclusions

Podcast Club can be used as a method to enhance nursing practice. It is an innovative approach to support new registered nurses, provide educational opportunities, and create a sense of belonging.

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References

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