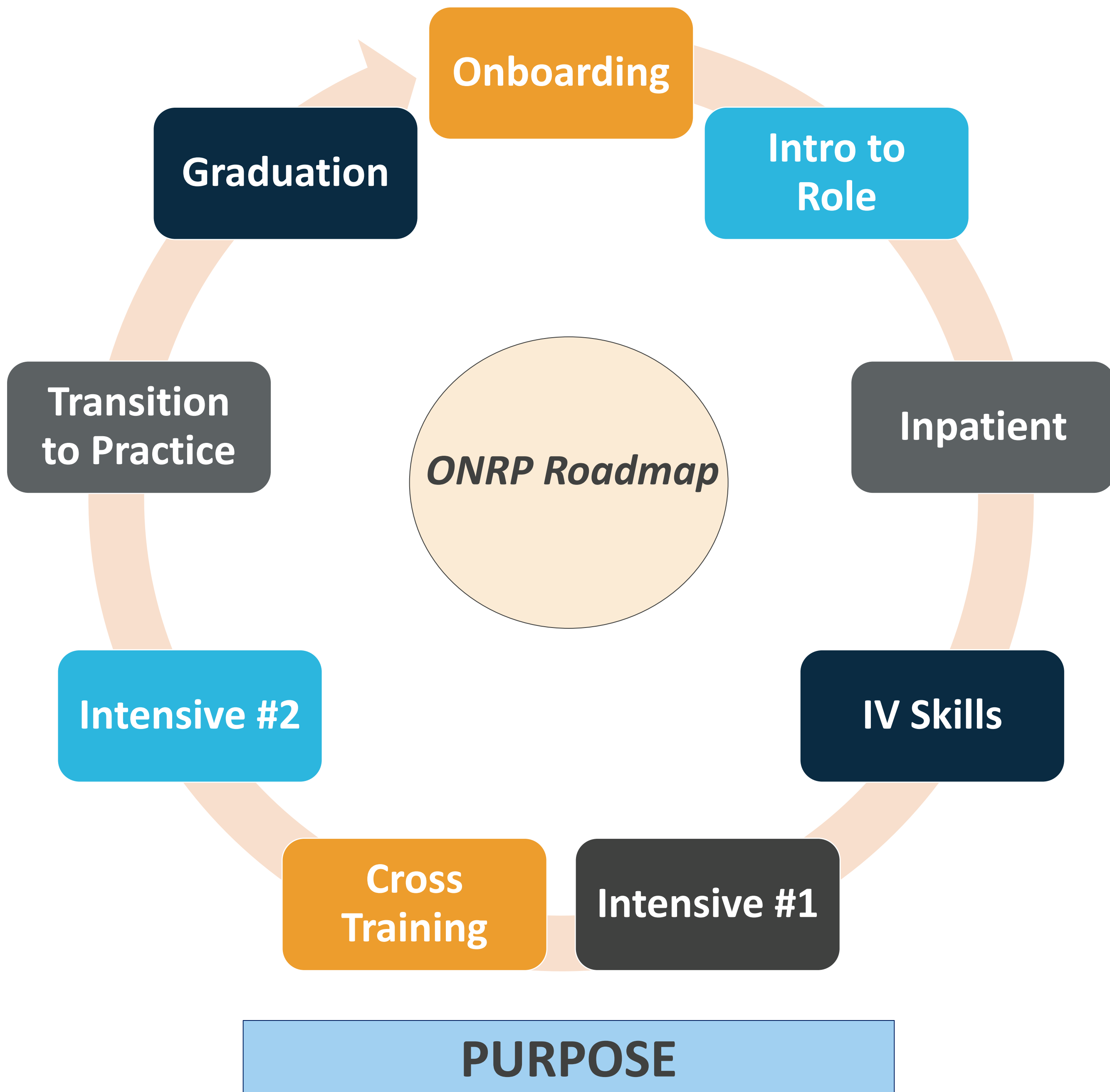


Training Today, Curing Tomorrow: How a specialized track empowers nurses and uplifts young warriors

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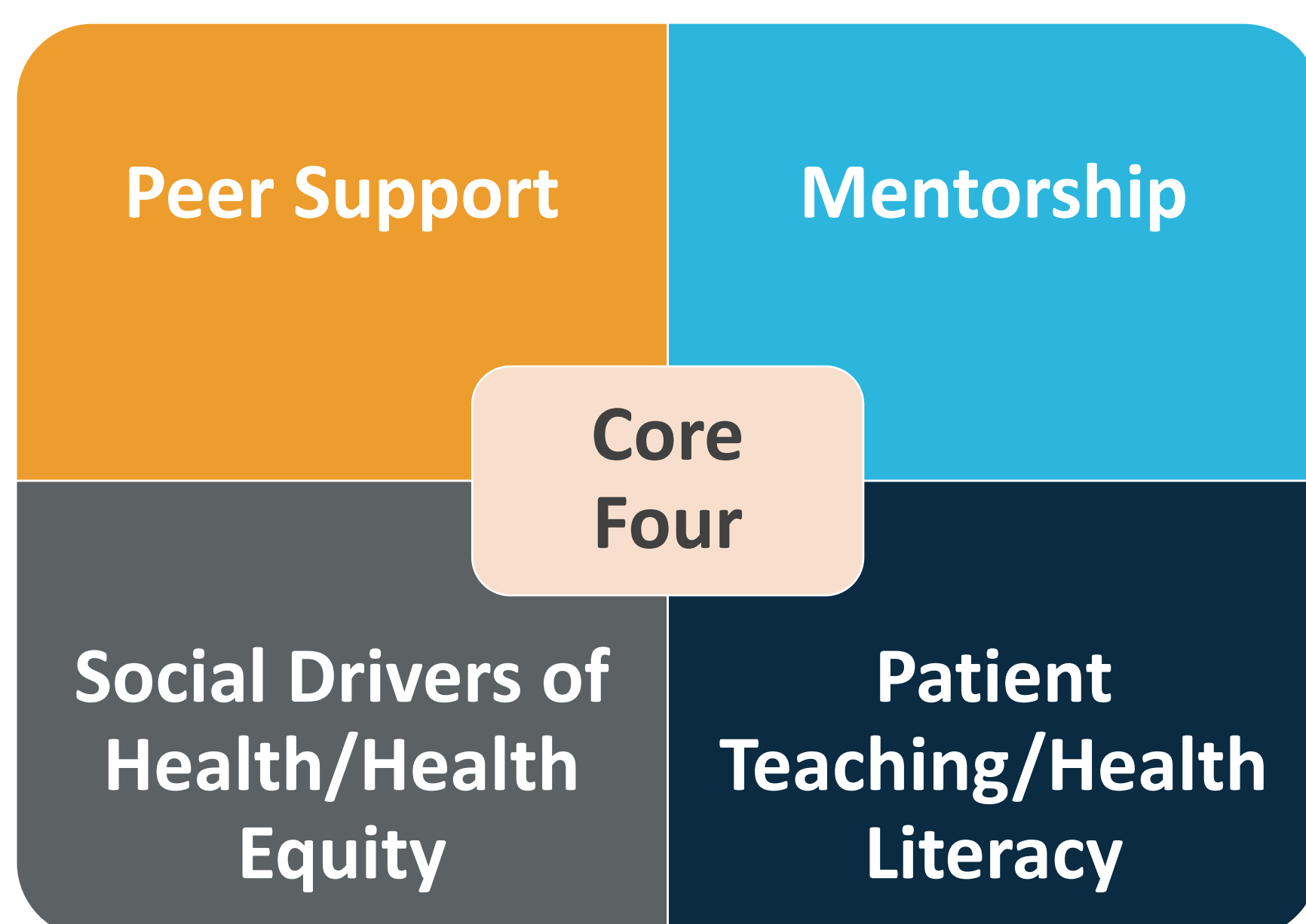
INTRODUCTION

- Recruitment, retention, and preparation challenges affect readiness of newly licensed pediatric hematology/oncology nurses in outpatient settings
- Transition gaps were identified among adult-trained oncology nurse residents entering pediatric practice
- Key differences in developmental care, chemotherapy administration, family-centered care, and safety highlight the need for a structured pediatric transition program



PURPOSE

- Develop and implement a dedicated pediatric infusion track within a 12-month Oncology Nurse Residency Program (ONRP) to:
- Improve readiness for pediatric oncology practice
 - Enhance patient safety and family-centered care
 - Strengthen recruitment and retention
 - Provide structured transition-to-practice support



Framework: Four Pillars for Professional Development

PROGRAM DEVELOPMENT & INTERVENTIONS

- Adult infusion curriculum enhanced with pediatric chemotherapy/biotherapy training, pediatric assessments, policy review, Association for Pediatric Hematology/Oncology Nursing (APHON)-aligned education, and case-based learning
- Training included IV skills, inpatient shadowing, high-fidelity simulation, and pediatric oncology research exposure
- Supportive learning environment provided by experienced preceptors

COLLABORATIVE APPROACH

- Nurse executives evaluated staffing needs
- Adult and pediatric nurse residents collaborated to exchange best practices
- Stakeholder feedback and professionalism surveys informed real-time program refinement
- Shared governance participation and Patient and Family Advisory Council (PFAC) engagement
- Involvement in quality improvement, professional presentations, national conferences, community service, and Arts in Medicine

OUTCOMES

- Six-month Casey-Fink survey results: 46% increase in role confidence, 50% increase in confidence in clinical-decision making skills, 22% decrease in reported stress and burnout
- Improved communication and clinical readiness
- Stronger team cohesion and collaborative teaching culture
- 100% full-time hire rate in the pediatric infusion clinic



ONRP Shared Curriculum

SUMMARY

- A dedicated pediatric specialty track was added to an existing ONRP to enhance transition to practice for newly-licensed nurses
- Intentional curriculum design, multidisciplinary collaboration, simulation, mentorship, and professional development improved nurse confidence and competence
- The program prepares pediatric oncology nurses to support young patients and families while strengthening the future workforce

