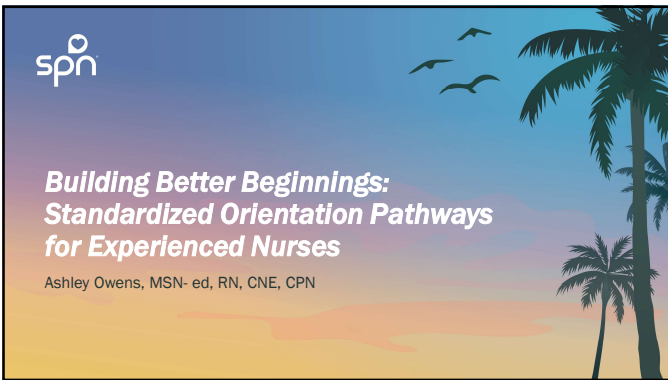




1




2

Objectives

At the end of this session, participants will be able to apply onboarding pathways for experienced new hire nurses.

3




What is an experienced nurse?

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4



How does your organization onboard experienced nurses?

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5



Background

- PTAP Certified Residency Program
- Post COVID shift in onboarding
- Varying levels of onboarding needs
- Additional support needed for preceptors
- How do I gauge success?



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What is an experienced nurse?



- Nurse with more than 6 months of experience
 - Varying levels of experience
 - Patient acuity
 - Patient populations
 - Unit structure
- Examples:
 - Nurse with 2 years experience at a freestanding pediatric hospital, medical unit
 - Nurse with 10 months experience at a freestanding pediatric hospital, emergency room
 - Nurse with previous emergency room experience, most recently nurse at rheumatology clinic for last two years
 - Nurse with 15 years of experience at varying children's hospitals

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Shift in onboarding experience



- More leadership involvement
 - Including in the moment feedback and milestone tracking
- More re-assurance needed
 - How do I know that I am doing the right thing?
- Organizational Needs
- What to do with a struggling new hire?

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Orientation Pathways

Pathway 1

- Greater than 3 years of experience in an area similar to the Medical Unit
- 2-week orientation
- Informal check ins
- Buddy assigned post orientation

Pathway 2

- Less than 3 years experience in an area similar to the Medical Unit.
- 3-week orientation
- Weekly goals
- Week 2 check in
- Can bridge or continue 1:1 on week 3
- Can add additional week/weeks if needed
- Buddy assigned post orientation

Pathway 3

- Less than 2 years experience or experience in an area different than the Medical Unit
- 6-week orientation
- Week 2 and 4 check in
- Check-ins can be increased to weekly if needed
- Can bridge or continue 1:1 on week 6
- Buddy assigned post orientation

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New Hire Minnie Mouse



- Experienced Nurse- 2 years at pediatric facility
- Pathway 2
- Week 2 check in- identified more need for experience with Diabetic and CF patients
- Able to bridge last shift
- Successfully transitioned to independence



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New Hire Mickey Mouse



- Experienced Nurse- 2 years at pediatric facility with primary onc experience
- Pathway 3
- Week 2 and Week 4 check in- identified more need for experience center and respiratory patients
- Able to bridge last week
- Successfully transitioned to independence

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Feedback Experienced Nurses




6. Please indicate how strongly you agree or disagree with each of these statements.

- Completely disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Completely agree



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Feedback Experienced Nurses



1	anonymous	I wish it were longer for comfort but I totally did not need it.
2	anonymous	only being 3 weeks :(
3	anonymous	My only comment would be that I wish all classes were available to take from the start. However, with the time I was hired, I do not believe the classes were offered at any time.
4	anonymous	Did not get many opportunities to get special skills signed off while having a preceptor to help, such as I&O caths, NGT insertion, chest tube, etc. But that is also due to the lower census and patient population of the summer
5	anonymous	n/a

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Feedback Preceptors




2. What do you like best about the orientation pathways?

7 Responses

ID #	Name	Responses
1	anonymous	I enjoy the improved communication with preceptor- emails and Teams thread for CN
2	anonymous	n/a
3	anonymous	It's thorough
4	anonymous	Preceptor Resource sheet is a very helpful guideline to provide support and expectations for our new hired nurses. The summary sheet also advantages of good communication form and outlines goals every week.
5	anonymous	There was adequate time for the orientees to feel become acquainted with CHOC's policies and procedures. I also appreciated how the charge nurses were always looking out for different patient populations to give to the nurses orienting.
6	anonymous	I think it helps filter how much assistance is needed to acclimate to the unit.
7	anonymous	It gives us a guide, which is helpful what to expect with the new hires in each stage

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Feedback Preceptors



4. What would you change?

7 Responses

ID #	Name	Responses
1	anonymous	Making the 90 day checklist more accessible by making it electronic
2	anonymous	n/a
3	anonymous	I am not sure
4	anonymous	none
5	anonymous	I would just add a one-time check in, maybe 1 week before the completion of the orientation.
6	anonymous	Add a little more time, as there are so many different education topics to discuss on the short time the new hire is orienting.
7	anonymous	It works the way it is

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Questions & Contact Information

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