

A Case Study for Pediatric Educators

TRANSITION TO PRACTICE INITIATIVE INCREASES NURSE COMPETENCY AND REDUCES TRAINING COSTS

Hospital streamlines three programs to create a path for competent, confident nurses from school through residency

During the COVID-19 pandemic many pre-licensure students were unable to complete their clinical rotations and experiences. This created a knowledge deficit among new graduate nurses transitioning into practice.

Children's Health of Orange County (CHOC) addressed this challenge by developing training programs to support the pre-licensure nurse and the newly graduated nurse not yet accepted into the residency program.

The Results

Because of the hospital's efforts, CHOC:

- Received Practice Transition Accreditation Program® (PTAP) accreditation.
- Added 8,844 hours (737 shifts) for the 2022 fiscal year for training nurses and saved \$129,000 compared to hiring and training RN residents directly.
- Increased assessment scores over a three-month period between pre- and post-tests related to patient assessment, skill development, and medication administration.

The Details

CHOC began by restructuring their nurse residency curriculum, including identifying knowledge and skill gaps in the areas of critical thinking, understanding patient populations, medication errors, and retention and turnover. They analyzed these gaps, their current program, and known nursing and adult learning theories (Patricia Benner's "Novice to Expert" and Bloom's Taxonomy) to develop a transition to practice timeline designed to streamline the process for nurses to reach competency. The timeline consists of three separate programs which align to better train and prepare nurses to be independent and competent by the end of the residency program.

If a nurse navigates all three programs, they will receive 24 months of training through:

- **Transition into practice (TIP).** Ensures all students meet 132 clinical hours and complete a standard CHOC-specific curriculum consisting of PLS web-based training and observation checklists.
- **Graduate nurse program.** A task-based program allowing newly graduated nurses valuable experience and exposure to organization culture.
- **Graduate nurse residency.** A 16-month process including didactic classes and clinical preceptorship, independent clinical practice opportunities, and one on one mentorship opportunities with higher acuity patients as students progress.

(continued)



TIMELINE

Transition into practice (TIP)

June

- TIP program applications and placement

July - Sept.

- TIP programs lays a foundation in assessment, medications, and safety.
- GN program applications and placement in Sept.

Graduate nurse program

Oct. - Feb.

- Graduate nurse program provides task-oriented skills and nursing team experience

End of Dec. - Early Jan.

- Applications and hiring for Registered Nurse Residency Program

Registered Nurse Residency Program

Feb. - June

- Progress meetings, didactic classes, and clinical mentorship

June - Nov.

- Independent clinical practice, one on one mentorship, and 6-month post-preceptorship class/debriefing

Dec.

- 2 weeks clinical preceptorship with higher acuity patients

Jan. - April

- Independent clinical practice

May

- 16-month class and completion of program

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The Lessons

- Provide experiences and exposure at the right times throughout the learning process to improve cost-effectiveness, better prepare nurses to care for patients, and allow for built in stop-points to evaluate learners.
- Create partnerships for academia to create streamlined curriculums and better preparation of nurses in specialties such as pediatrics.
- Craft programs to meet learners at their proficiencies, and developmental roadmaps are needed throughout the span of a nurse's career — not just in orientation.

CONTACT

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