

Developing Academic Partnerships to Assist In The Training of New Perioperative Nurses

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Abstract

The long predicted perioperative nursing shortage became a reality for a community hospital in Providence, RI after the start of the covid pandemic in 2020. Experienced operating room (OR) nurses began leaving staff positions due to retirement, travel nursing opportunities and a robust job market in the New England area. The lack of experienced nurses applying for several open positions in the operating room was concerning to the Surgical Services leadership team. It became apparent a training program with a cohort of nurses was needed. However, the lack of a formal classroom and simulation lab for a large group of perioperative orientees would be problematic. The Surgical Services leadership team decided to create a perioperative nurse residency training program and reach out to a local academic institution for a potential partnership in this education. The academic institution trains surgical technicians and has two simulation labs that are set up like an operating room. After months of discussions, the community hospital and academic institution reached an agreement and the academic partnership began. An education plan for the nursing cohort was developed between the instructor at the academic institute and the community hospitals Surgical Services advanced practice manager (APM), both former operating room nurses. To assist with the new residency program, an emeritus registered nurse was hired in the Surgical Services Department. The emeritus nurse is a retired former OR nurse that works per-diem and helps mentor new nurses. The new OR nurses were hired into fulltime positions with a 6-month orientation plan, Monday – Friday during the day shift. For 8 weeks, the orientees went to the academic institution on Monday and Thursday for didactic and simulation training. Tuesday, Wednesday and Friday, the nurses were with a preceptor for half a day and completed AORN's Periop 101 modules in the afternoon. Throughout orientation, the nurses completed rotations in all surgical specialties offered at the community hospital. The first cohort of three nurse began the perioperative residency program on February 14, 2022, with two nurses completing orientation September 2022. A second cohort started the perioperative residency program in August 2022 with orientation expected to be completed in February 2023.

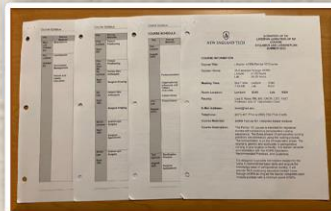


Background

The Miriam Hospital Perioperative Registered Nurse Residency Program

- Collaboration between The Miriam Hospital (TMH) and New England Institute of Technology (NEIT)
- The TMH Surgical Services Advanced Practice Manager and the NEIT Department Chair of Surgical Technology collaborated to create a syllabus for the program
- Candidates for the perioperative residency program must be a registered nurse licensed in the state of Rhode Island
- New graduates with a nursing license are considered for the program
- No previous operating room experience
- 6-month orientation - Monday – Friday
- AORN Periop 101 modules assigned and completed by RNs
- Operating room simulation labs at NEIT are used to reinforce the didactic portion of the program
- Clinical rotation through all surgical specialties with assigned preceptor
- Emeritus RN completes weekly checks of the new RNs progress and provides guidance and just in time education as needed
- Completion of proctored Periop 101 final exam with passing score
- End of orientation: 8, 10 or 12 hours shifts offered

Cohort 3 – starting March 2023



Periop Residency
Program Syllabus



Perioperative RN Residency Cohorts

Cohort 1: February 14, 2022

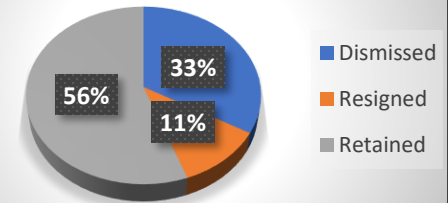
- 2 RNs
- 1 GN (graduate nurse with temporary licensure)
- **Retention – 2 RNs**

Cohort 2: August 22, 2022

- 6 RNs (4 RNs were new graduates)
- **Retention – 3 RNs**
- **Total retention for both cohorts = 5 RNs**
- ❖ Reasons for program departure: Dismissal, NCLEX board failure and resignation

Results

Perioperative RN Residency Program Retention



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- The Miriam Hospital Foundation