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Accelerated Onboarding for Unlicensed Personnel When Preceptors Are Limited

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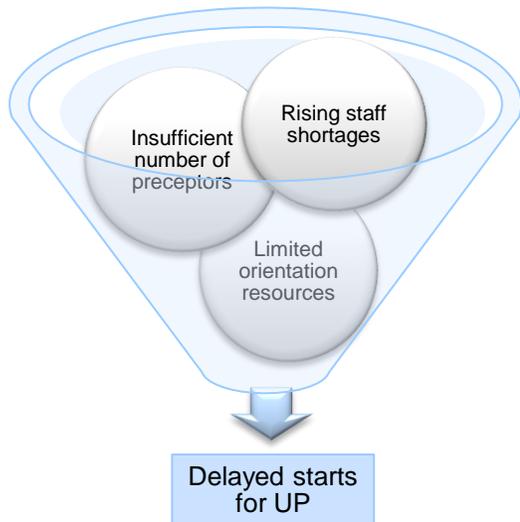
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Accelerated Onboarding for Unlicensed Personnel when Preceptors are Limited

Background

PROBLEM:

The timeframe between hiring unlicensed personnel (UP) to beginning the role within the organization began to increase due to limited orientation resources, rising staff shortages, and insufficient number of preceptors.



PURPOSE:

Accelerate the onboarding of UPs to decrease the workload for preceptors and reduce staff shortages, while generating competence and reducing costs for the organization.

PLANNING:

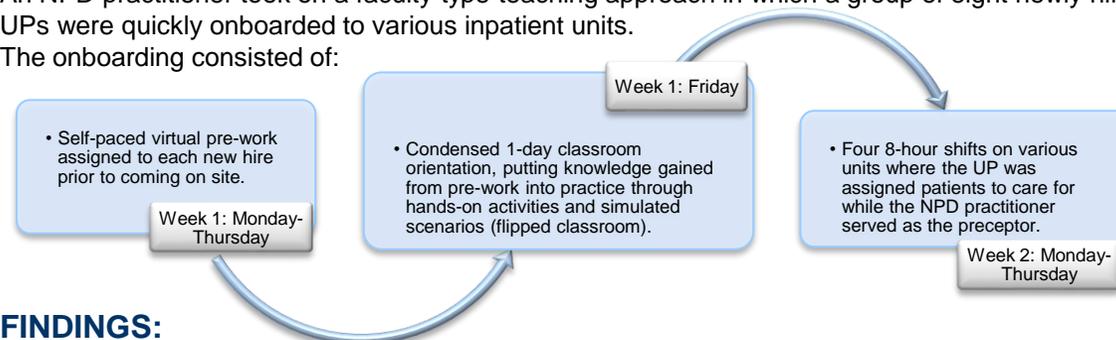
A recruitment taskforce consisting of nursing professional development (NPD) practitioners, Human Resources, and various leaders sought out a plan, do, study, act (PDSA) to expedite the onboarding of UPs to the acute clinical environment.

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Test of Change

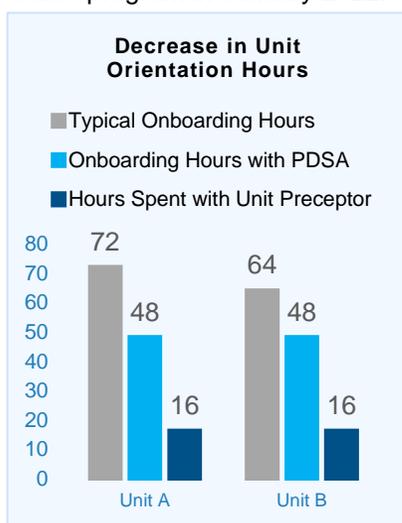
IMPLEMENTATION:

An NPD practitioner took on a faculty-type teaching approach in which a group of eight newly hired UPs were quickly onboarded to various inpatient units. The onboarding consisted of:



FINDINGS:

Evaluation of the program revealed increased self-confidence, improved knowledge of role and responsibilities, and a decrease in individual unit orientation hours resulting in a cost-savings for the organization. This was further evidenced in a subsequent group of UPs participating in the same program in January 2022.



Hourly Rate @ \$15.73/hour/UP	Unit A	Unit B
Typical Onboarding Costs/UP	\$1132.56	\$1006.72
Onboarding Costs/UP with PDSA	\$755.04	\$755.04
Cost Savings:	\$377.52	\$251.68

"I am so prepared. I loved traveling to all the units and seeing how they all differ but also how they are similar. Such a great experience!"

"The unit orientation was the most useful part of the entire orientation for me. I really liked that we eased into things by having a partner on the first day, and slowly working up to having more patients towards the end of the week. Learning about how the different units functioned was also something I really enjoyed."

★ 50% perceived themselves as 'ready' to transition to the clinical environment following the accelerated orientation.

Implications

As direct patient care providers, UPs play an integral part in an increasingly complex healthcare environment. Expediting the onboarding process and ensuring UPs have the knowledge, skills, and attitudes (KSAs) to provide safe, quality care to acutely ill patients poses certain challenges. As NPD practitioners, opportunities exist to embrace these challenges and create something meaningful.

Witnessed through this PDSA was not only a cost-savings, but also a drastic increase in growth, knowledge, and confidence associated with advanced UP skills.

Enhanced Levels of Confidence related to:
Blood product retrieval
Removal of a peripheral IV
Applying EKG leads
Glucometer testing
Restraint application

Limited evidence continues to exist surrounding best practices associated with the onboarding of UPs in the hospital setting. This PDSA demonstrates an innovative and cost-effective approach to efficiently onboard a group of UPs while taking advantage of the NPD practitioner's expertise in educational principles and design.

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