Background: A new orientation program was developed at UMMC, Fairview to allow more time at the bedside and less time in the classroom by providing just-in-time learning. It uses resources linked to an intranet and electronic learning management system to track the completion of competencies. The design includes standard tools so preceptors do not need to rely on their memory when teaching and reinforcing content; and it allows orientees to skip certain elements of the orientation curriculum if competency can be demonstrated. Orientees spend a portion of their clinical shift reviewing e-Learning content and then apply it immediately in the practice setting with the preceptor. The program incorporates skills and knowledge checks to help the preceptor make an objective evaluation of the orientee’s progress.

Objectives of the Project:
- Create an orientation program that provides consistent content for preceptors and orientees.
- Create an orientation program that promotes just-in-time learning.
- Document orientee competency more effectively.

Process of Implementation:
- Created orientation guides with subject matter experts (staff nurses) and learning resources.
- Communicated changes with the orientation program to all staff.
- Implemented with support from charge nurses and department leadership.

Statement of the Successful Practice: The orientation guides promote consistency among preceptors and provide a standards- and evidence-based resource for orientees.

Implications for Advancing the Practice of Perianesthesia Nursing: This program has resulted in a higher quality orientation for perianesthesia nursing – meeting the needs of experienced perianesthesia nurses and novice perianesthesia nurses.