Purpose: Our hospital provides nurses with the opportunity to be recognized and rewarded for professional achievements in the Professional Nurse Development Program (PNDP). Obtaining certification, making posters, and giving presentations are examples of the activities recognized. The nurses accepted to the program are compensated financially. The program is, at times, perceived as confusing and daunting for first time applicants, as they must create a plan and a portfolio. The post-anesthesia care unit (PACU) leadership team wanted to increase the number of participants in the program and encourage staff to apply for promotion to higher levels.

Description: The clinical educator held an open house for PNDP promotion. Staff was notified by email that the educator would be available from 7:30 am to 6:30 pm in the office on two particular days for nurses interested in applying or promoting. The educator was available to mentor nurses in creating unit based projects, encouraging them to sign up for certifications, and helping them put their portfolios together. The nurses could drop in at anytime, which accommodated their busy, unpredictable schedules. If needed, further time was allotted. Prior to the deadline, the clinical educator announced a day of ‘House calls for PNDP’. The educator, when called would come to the nurse and assist with any questions or concerns to finalize the portfolio.

Outcome: Five new nurses applied to the program in September 2011, and were accepted. Sixteen nurses reapplied, and of these, three applied for and were promoted to a higher level.