STAFF EDUCATION… QUICK, EASY E-ACCESS!
Team Leader: Lauri Ledbeter MSN RN-BC CNE CAPA
Providence Health Care, Spokane, Washington

Background Information: Nurse professional development specialists waste time creating paper-based orientation and education resources, which are costly and often go to waste. Learners store, process, and assimilate information based on culture, gender, age, and learning styles. Those working in units with complex and advanced technology (such as critical care, labor and delivery, emergency, telemetry), tend to prefer e-learning and non-traditional classroom settings. Younger generations desire quick, easy, and timely access to information, including electronic format and video-based materials. Experienced staff desire much of the content newly-hired staff receive. Staff are challenged to find time away from the bedside to access educational materials or attend classes. Educational resources are not always available based on time, location, or budget constraints.

Objectives of Project: Learners will seek to expand their knowledge when provided with easy, efficient, and 24-hour access to orientation materials, references, and continuing education resources, as measured by learners accessing newly available website(s) for educational information.

Process of Implementation:
1. Needs assessment performed, recognizing common requests for educational materials based on staff and educator query:
   - Orientation materials
   - Unit-specific reference information
   - Professional Development/Certification
   - Continuing Education/Conferences

2. Permission requested/approved to build two websites for the departments:
   - PeriAnesthesia/Infusion and Endoscopy.

3. Websites built, including information categories:
   - Unit Resources
   - Guidelines/Standards
   - Orientation
   - Certification
   - Unit-based councils
   - CNE offerings/Conferences
   - Professional organizations

4. Staff sent email notification and a printed flyer about the new site(s) with links; websites were marked as "favorites" on unit computers to make them easy to locate.

Statement of Successful Practice:

- Nurse educator saves time and money in generating orientation materials.
- Orientees have more flexibility to access information, based on their time constraints and learning styles.
- Orientees voice preference of website access instead of paper materials
- Staff verbalize satisfaction at the ability to access information at their convenience, including during "downtime" when on-shift.
- Staff report having access to more education than they've had previously.
- More staff have inquired about obtaining certification.
- 4 other educators are also developing similar webpages.

Implications for Advancing the Practice of Perianesthesia Nursing:

- Expand use of webpages for webinars.
- Add discussion pages for journal club.