

Comprehensive Onboarding to PeriAnesthesia Program

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Background Information: In August 2022 for the first-time peri anesthesia had a cohort of five new nursing graduates. This presented an opportunity to build an orientation program that spanned the various phases of Peri anesthesia care with incorporation of weekly didactic lessons, and hands-on skills sessions. A clinical mentor role was created to support and guide the cohort through their journey.

Objectives of Project: Incorporating didactic learning with an educator and hands-on skills sessions will improve the confidence and competence to successfully provide safe patient care. Providing a clinical mentor designed to support the cohort and be a liaison between the cohort and preceptors to ensure a healthy and positive orientation experience.

Process of Implementation: The nurse educator created a 26-week didactic program to span all phases of care and surgical considerations. A clinical mentor role was created and candidate selected based on upon essay and interview. The clinical mentor serves as a support to the cohort and liaison between the cohort and leadership/preceptor group. The cohort met weekly with the clinical mentor following didactic lessons and bi-weekly for 1:1 mentorship. Progress was evaluated every 8 weeks. Feedback was used to guide our team in making necessary adjustments to improve outcomes.

Statement of Successful Practice: Our pilot program was implemented in August 2022 with a target completion date of February 2023. Phase I evaluation results demonstrated positive feedback regarding the didactic, skills sessions and impact of the clinical mentor.

Implications for Advancing the Practice of Perianesthesia Nursing: Creating a comprehensive onboarding program to peri anesthesia inclusive of didactic lessons, skills sessions, and the support of a clinical mentor improves the confidence and competence felt by the new graduate as they progress throughout the phases of the program.