

## **New Graduate Nurses in the Post Anesthesia Care Unit: Advancing a Foundation of Clinical Knowledge and Skills Achieved through a Nurse Residency Program**

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**Background Information:** In one northern California acute care hospital, there has never been a new graduate program developed for the Perianesthesia unit. The educational department in Perianesthesia partnered with the Center for Education for Professional Development to create a program for onboarding new graduate nurses.

**Objectives of Project:** Utilizing the Tiered System Acquisition Model (TSAM), a specialized program was created to onboard new graduate nurses into the Perianesthesia department. Each week was developed specifically to help each nurse build on their knowledge and skills as they adjusted to the pre-operative and post-anesthesia care unit (PACU).

**Process of Implementation:** Two new graduate nurses were chosen to participate in the program. Preceptors were chosen observing Benner's theory of novice to expert. Nurses with orienting experience and observed as competent to expert, were chosen to train as preceptors having completed a new grad preceptor training program. Over a six-month period, the new grad nurses spent eight weeks in pre-op and ten weeks in PACU. New grads were evaluated weekly with the preceptor and Perianesthesia Educator. During the weekly meeting, didactic was reviewed pertaining to the Perianesthesia department. Topics included standards of care, surgical procedures and their systems involved, equipment utilized, specialized skills and simulations to different situations.

**Statement of Successful Practice:** Following this training program the new grads have grown from novice to advanced beginner successfully. At the end of the program, the new grads completed a knowledge assessment encompassing everything they have learned within the Perianesthesia department. Both new grads passed their assessments successfully with high scores. Feedback from peers has been positive. The new grads have adapted to their environment and utilizing their new skills.

**Implications for Advancing the Practice of Perianesthesia Nursing:** Applying TSAM into the training program for new grads showed improved confidence and retention. The new nurses have easily adapted and understand the concepts of preparing and recovering a patient in the Perianesthesia department. Success of this program has brought attention to complete this training in the future. It has proven that training new grads into the Perianesthesia department is achievable, and the new nurses are excited to learn new tasks and stay on track.