Opening Doors for New Graduate Nurses in Perianesthesia
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Background Information: The Nursing Practice and Education Team identified the need to develop a perianesthesia evidence-based new graduate program across a large healthcare system. Historically, perianesthesia nursing positions required previous critical care nursing experience. Due to the ongoing nursing shortage, organizations face challenges in hiring experienced nurses.

Objectives of Project: The goal was to develop and implement a structured, new graduate perianesthesia nursing orientation program, using a tiered approach to learning in a critical care environment while providing the foundations of perianesthesia nursing.

Process of Implementation: The team reviewed evidence and literature of new graduate orientation programs. Seventeen nurses, who graduated within the previous two years were interviewed to identify the specific needs of nurses transitioning from academia to clinical practice. A 9-month program was developed that combines The American Society of PeriAnesthesia Nurses Competency-based orientation program and American Association of Critical Care Nurses Essentials to Critical Care Orientation Course, which provides the foundation of critical care knowledge.

The program consists of pre-learning, didactic, skills training, case studies, shadow experiences, and targeted clinical components with a preceptor. There are three stages that target specific goals and learning objectives. The program expands their hands-on clinical practice while allowing them to gain valuable experience, enhance their decision-making, and develop critical thinking skills while building a foundation of nursing excellence.

Statement of Successful Practice: The first cohort of nurses were surveyed at the beginning and end of the program. The average in confidence in nursing skills on a 1 to 10 scale improved from 3.5 to 9 and all nurses responded they were "very likely" to recommend the program. In addition, the request for a second cohort was received from the Operational Leadership Team.

Implications for Advancing the Practice of Perianesthesia Nursing: The program supports a large healthcare organization in creating innovative pathways and utilizing various, diverse approaches to successfully train new graduate nurses in the perianesthesia environment. This allows an organization to break down the traditional barriers, opening doors for new graduate nurses to develop into competent perianesthesia nurses, while providing them with a pipeline of support and mentorship.