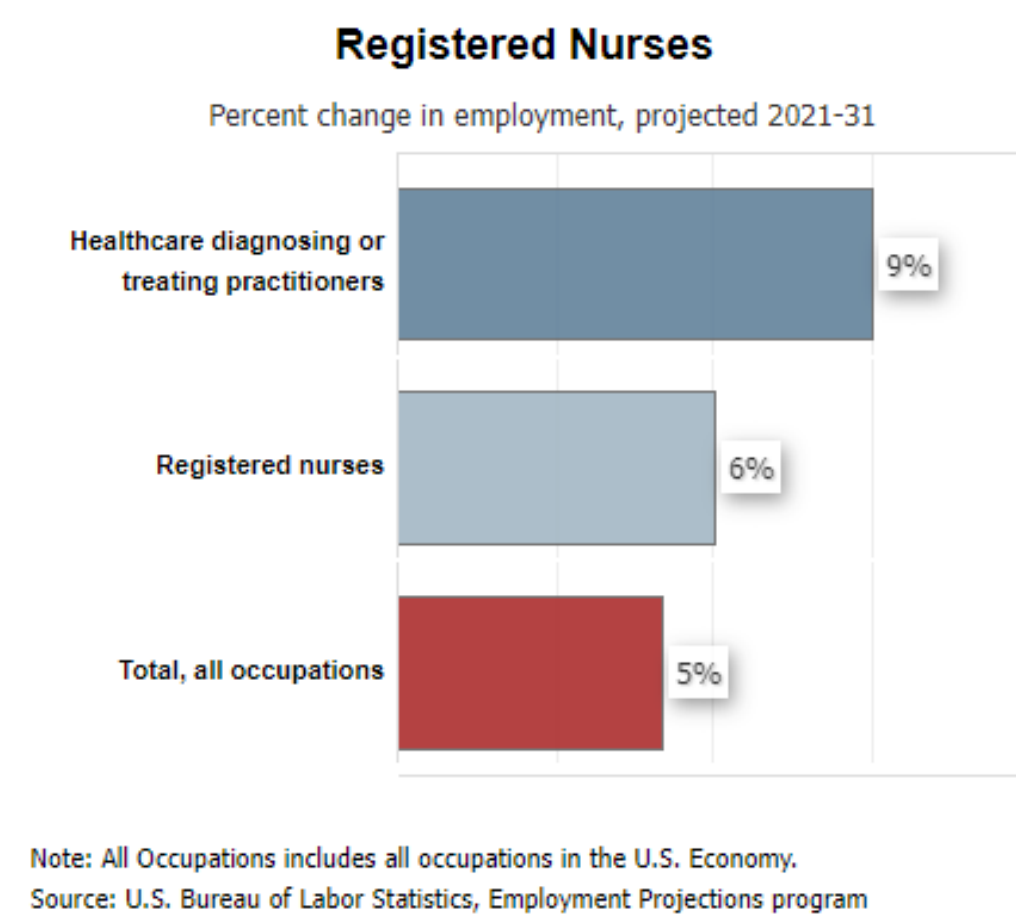


Background

- Post Covid, nursing staff have retired and/or sought employment elsewhere resulting in multiple open positions in our tertiary care perianesthesia area.
- The challenges of working in the healthcare environment resulting in a lack of experienced nurses applying for our positions. This has led our leadership team to reconsider hiring nurses who in the past would not be considered qualified.



- Employment of registered nurses is projected to grow 6 percent from 2021 to 2031, about as fast as the average for all occupations. This is an increase of 195,400 nurses.
- About 203,200 openings for registered nurses are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

Implementation

As a result of our large turn over and less experienced nurses applying for open positions, our unit leadership developed three pathways of PACU orientation:

1. Our established twelve-week orientation was condensed to 8 weeks for experienced PACU, ICU/ER (critical care) experienced nurses.
2. Developed a 20-week internship for non-critical care experienced nurses that includes:

- ASPAN Competency based orientation program for RNs in the perianesthesia setting. Critical Care orientation. (CCO) offered via American Association Critical Care Nurses (AACN)
- Balanced clinical exposure/practice and didactic curriculum.
- 3. Graduate Nurse enrolled in the 26-week internship for new grad nurses includes:
 - ASPAN Competency based orientation program for RNs in perianesthesia setting. CCO.
 - Balanced clinical exposure/practice and didactic curriculum

Didactic Curriculum		
PACU Order Set/Phase 2 EKG/ABG Review Code Narrator IV Fluid Challenge Urology The Big Picture Patient Experience Anesthesia Agents		PACU Tips and Tricks Critical Care Courses with Simulation ASPAN Competency Based Orientation ASPAN: Mosby's Orientation to Perianesthesia Nursing

Successful Practice

Since the implementation of our revised orientation program:

- Experienced nurses are getting a thorough orientation at a fast-track pace.
- Eleven nurses will have successfully completed the 20-week Internship.
- Seven new grads will have completed the 26-week Internship

Support groups and mentors continue to follow and advocate for the new grads. We continue to have success recruiting interns to our PACU as evidenced by 4 new graduates in the 26-week internship and 5 applicants on board for the next 20-week pathway.



Implications

- The current and future nurse staffing crisis across the United States has hindered many specialty units in healthcare. This poses many challenges recruiting new candidates to the perianesthesia department. Broadening our orientation pathway in the PACU, it allows the perianesthesia areas to be attractive, competitive and a desirable area to recruit the best candidates through a complex orientation safely and efficiently.
- As the staffing shifts and grows with a variety of experience, the UH PACU has acknowledged the need for additional support. Implementation of mentorship, surgical spotlight presentations, journal club and educational tip sheets as well as, quarterly hands on, skill and competency sessions are being piloted as additional support mechanisms.
- Collaborating as a team for additional support and resource building, the charge nurses and veteran staff continue to support the new grads in their journey from novice to expert nurse.

References

A Competency-Based Orientation Program for the Registered Nurse in the Perianesthesia Setting - 2019 Edition
Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Registered Nurses, at <https://www.bls.gov/ooh/healthcare/registered-nurses.htm> (visited March 03, 2023).