

Enculturation of International Nurses Within Perianesthesia

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Abstract Background Information: Recruitment and retention of nurses is a focus of many organizations in the United States. Starting in 2022, International Nurse recruitment was a strategy used to address staffing vacancies. As a new program, there was not an established orientation model or support structure for International Nurses. In collaboration with staff nurses, leadership, and nursing education a comprehensive orientation plan to assist with International Nurses' transition to practice and life outside of work was implemented in a 24-bed blended Perianesthesia Unit.

Objectives of Project: The main objective of this project was to implement a comprehensive orientation plan to meet the needs of the International Nurse, provide clinical and home support, and develop efficient integration strategies to ensure their satisfaction and retention.

Process of Implementation: The first focus was clinical competency and transition to practice. Other countries perform all perioperative nursing roles, including intraoperative care. Each nurse had a different orientation based upon their previous roles and how comfortable they felt in each phase of care. Orientation was planned to learn pre-op, Phase 2 and then transition to Phase 1 care. Technology differences with electronic health records and equipment was also a focus on orientation. Additional support through classroom and lectures in adjunct to consistent and supportive preceptors was provided. Enculturation outside of work was crucial and added to their feelings of security. Housing, banking, healthcare and insurance, transportation, obtaining food, and how to complete taxes were some of the information leadership covered with employees. Celebrating their culture and holidays at work also demonstrated the staff and leadership's commitment to engagement.

Statement of Successful Practice: Since inception, we have successfully onboarded three International Nurse in Perianesthesia. Integration of the International Nurse to the team, having support at home and in the work-environment is crucial for their retention. This was successful with leadership commitment to diversity, equity, and inclusion.

Implications for Advancing the Practice of Perianesthesia Nursing: International nurses can be utilized and integrated to fulfill crucial roles within Perianesthesia. Orientation can be successfully accomplished through a competency-based approach. Leadership support is also critical to their team integration and transition to practice. Overall, International Nurses can strengthen clinical operations, reinforce inclusivity, and offer new perspectives to Perianesthesia.