






Bridging the Gap: A Collaborative Pathway for New Graduate Nurses in PeriAnesthesia Services



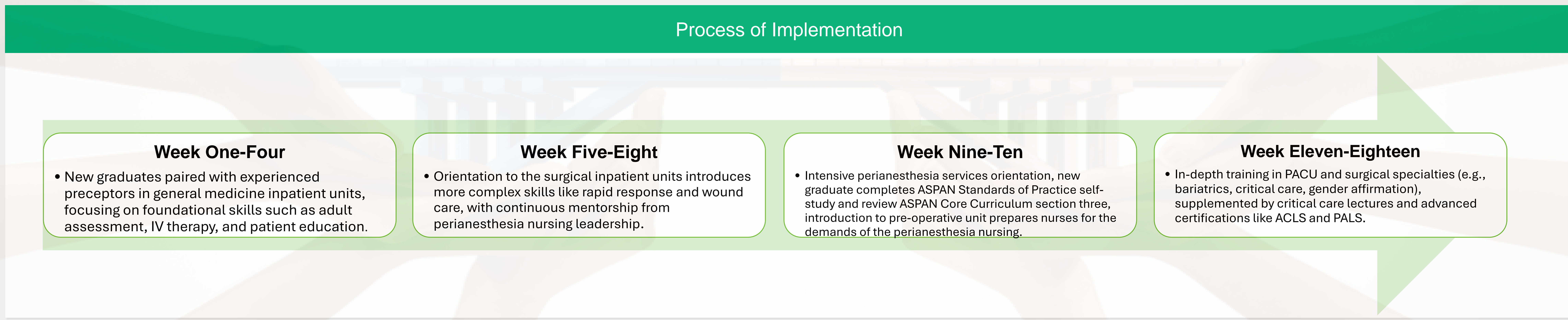


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Background	Objectives
<p>Integrating new graduate nurses into specialized units like perianesthesia services poses challenges, especially when these units traditionally require critical care experience. To address staffing shortages and support workforce development, nurse leaders at a tertiary academic medical center adopted a new collaborative approach to create a pathway for new graduate nurses, aiming to fill staffing gaps while maintaining high standards of care. Historically, candidates without critical care experience were not considered for hire into the Post Anesthesia Care Unit (PACU). The collaborative approach ensures new graduate nurses can successfully transition into this highly specialized unit without prior critical care experience through exposure to inpatient care units, targeted didactic education, and sound mentorship.</p>	<p>The program's primary goal is to alleviate staffing shortages by expanding the candidate pool to include new graduate nurses, and develop them into competent perianesthesia clinicians.</p> <p>The project outcome objectives achieved by meeting the following process objectives: (1) fostering collaboration across the nursing division to support learning and ensure a seamless transition into a unit that previously required critical care experience, and (2) adjunct programing including perianesthesia specific didactic education.</p>



Statement of Successful Practice	Implications for Advancing PeriAnesthesia Nursing
<p>This collaborative approach has successfully integrated new graduate nurses into the PACU, enhancing staffing levels and promoting staff retention and professional development. Weekly leadership check-ins and tailored preceptor support ensure individualized progress, fostering confidence and clinical competence.</p>	<p>By adopting a collaborative and structured approach to nurse orientation, healthcare organizations can effectively address staffing challenges. This model demonstrates that with appropriate support and training, new graduate nurses can transition successfully into specialized roles.</p>