

Implementing a Specialty Fellowship Program for Nurses New To PeriAnesthesia

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Background Information: Nursing shortage continues to affect organizations due to the aging population, nurses leaving the workforce, and the lack of nursing programs preparing new graduates for PeriAnesthesia nursing paved the way to the development of the PeriAnesthesia fellowship program in a South Central Texas hospital. Education and training into the PeriAnesthesia nursing specialty is beneficial to the recruitment and retention of nurses to this area of specialization.

Objectives of Project: The PeriAnesthesia Fellowship Program trains nurses to the scope and current practices of perianesthesia inpatient nursing; educates new nurses in different perianesthesia units to provide nurse-staffing needs, promote recruitment, and retention.

Process of Implementation: Newly hired perianesthesia nurses are assigned into a cohort and each is assigned a preceptor for a 14-16 week nurse-preceptor orientation that entails assignments in the different PeriAnesthesia phases of care. Attendance to a monthly 4-hour in-person seminar provided by the perianesthesia nurse educator for 6 months is required. Each seminar includes didactics, clinical application, simulations and self-paced modules utilizing *ASPAN's 19th edition PeriAnesthesia Competency-based Orientation Program for Registered Nurses*. Upon completion of the fellowship, the new nurses present an evidence-based clinical practice project during graduation ceremony.

Statement of Successful Practice: In nursing practice, the goal is to provide quality patient care, improve patient outcomes, and promote patient safety. PeriAnesthesia Fellowship Program is encouraging a positive unit culture, improving staff retention and satisfaction, promoting continuous professional development and enhancing self-confidence of both the orientee and preceptor. It also prepares the PeriAnesthesia nurse to be successful with the certification examination. Since October 2020 to October 2023, 17 PeriAnesthesia nurses have completed the program. Fourteen of the 17 (82%) participating nurses who completed the program continue to work as PeriAnesthesia nurses on the unit and 2 (12%) have received PeriAnesthesia certification.

Implications for Advancing the Practice of PeriAnesthesia Nursing: Advancing and supporting the practice of PeriAnesthesia nursing will provide effective, efficient, and quality patient care. The attainment of knowledge in the specialty will provide new skill sets assisting in the healthcare environment benefitting the healthcare system and improving patient outcomes.