Ensuring Successful Practice Using a PACU Track-Fellowship Program

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Abstract

Introduction: Nurse residency programs are a critical workforce development tool to enhance professional nursing's capacity to provide safe, efficient and sustainable patient care (Carman, et al., 2021). Studies have shown that these programs have led to competency attainment, satisfaction and confidence among new graduate nurses.

Objectives of Project: This project evaluates the degree to which PACU nurse residents and fellows apply what they learned during a PACU track-specific program.

Process of Implementation: Our PACU track-specific program was initiated in 2015 and has added 24 nurses to transition to functioning members of the PACU team. A post-residency/post-fellowship survey was developed using Kirkpatrick’s Evaluation Model: Level 3. This survey was distributed to PACU nurse residency and fellowship graduates within 1 year of completing the program. Respondents were asked to report positive behavior change, identify significant reasons for the change and provide a specific example that helped them achieve positive result.

Statement of the Successful Practice: Every respondent provided commendable feedback regarding their experience during the program. Two respondents noted that being precepted by experienced PACU nurses was the most valuable aspect of their experience. They indicated that 75% of the respondents strongly agree that they are successfully applying what they learned from the program. The responses revealed that 75% of the respondents strongly agree that they are successfully applying knowledge, skills and attitudes for professional success, communication and problem solving skills thereby increasing nurse retention and satisfaction.

Implications for perianesthesia nurses and future research: This project utilized Kirkpatrick’s Evaluation Model: Level 3 to evaluate whether nurses and nurse fellows were truly impacted by the learning and if they are applying what they learn. The Kirkpatrick’s Model is globally recognized method of evaluating the results of training and learning programs.

Background

Nurse residency and fellowship programs are designed to help nurses transition into new practice settings. Our PACU track-specific program has led to competency attainment, less than 12 months of experience, while our PACU nurse fellowship is aimed at equip experienced nurses to master new critical settings. By nurturing them with the knowledge, skills and attitudes for professional success, our program is well structured and involves multidisciplinary learning to obtain a thorough picture of a surgical patient. It is a collaborative effort of unit leadership, clinical educators, and fellowship program faculty. Nurse residents and fellows receive meaningful feedback received from the respondents. Modelling specific behavior will be successful.

Curriculum Overview

PACU track-specific program has been identified as a successful method in assisting new nurses into the role of professional nurse; where increased retention and satisfaction of new nurse hires have been proven outcomes (Eckerson, 2018). The PACU track-specific program validated this statement through the meaningful feedback received from respondents. Modelling the program can help graduate nurses to safely and proficiently provide care, improve patient satisfaction, and improve communication and problem solving skills thereby increasing nurse retention and satisfaction.

Learning Activities

PACU track-specific program has been identified as a successful method in assisting new nurses into the role of professional nurse; where increased retention and satisfaction of new nurse hires have been proven outcomes (Eckerson, 2018). The PACU track-specific program validated this statement through the meaningful feedback received from respondents. Modelling the program can help graduate nurses to safely and proficiently provide care, improve patient satisfaction, and improve communication and problem solving skills thereby increasing nurse retention and satisfaction.

Discussion

The PACU track-specific nurse residency and fellowship program proved to ensure successful practice of nurses, new to nursing profession and/or new to perianesthesia specialty. Seventy-five percent of respondents strongly agree that they are successfully applying knowledge, skills and attitudes for professional success, communication and problem solving skills thereby increasing nurse retention and satisfaction.

Outcomes

The PACU track-specific nurse residency and fellowship program proved to ensure successful practice of nurses, new to nursing profession and/or new to perianesthesia specialty. Seventy-five percent of respondents strongly agree that they are successfully applying knowledge, skills and attitudes for professional success, communication and problem solving skills thereby increasing nurse retention and satisfaction.

References

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