

FUTURE OF NURSINGTM CAMPAIGN FOR ACTION

Background

Prelicensure nursing student clinical experiences are critical to preparing practice-ready nurses for healthcare settings.

Accrediting bodies and regulatory agencies' onboarding educational requirements for students entering healthcare organizations may take an entire clinical day at each site to complete before they can start. This can reduce valuable hands-on clinical experience by upward of weeks annually.

To overcome this educational burden, the Health Services Cost Review Commission Nurse Support Program II funded the Maryland Nursing Workforce Center (MNWC), in collaboration with the Maryland Nurse Residency Collaborative (MNRC), to develop a Universal Prelicensure Nursing Hospital Onboarding Education (UO) © program.

Objective

To develop & implement a statewide, standardized Universal Prelicensure Nursing Hospital Onboarding Education (UO)© program for students to complete

Project Scope

Phase I:

Universal Onboarding Content Development-January 2022 -December 2023

- Complete UO course and upload into the repository for nursing programs to access
- Develop and hospitals complete the Hospital Specific Information (HSI) template for uploading in the repository
- Obtain copyright for UO program

Phase II:

Nursing Program Implementation: Go-live January 2023 Complete licensure agreement for School of Nursing (SON) legal

- counsel review and signature
- Upload UO Course and HSI into the SON Learning Management System (LMS)
- Communicate project through statewide meetings with SONs and hospitals

Phase III:

Program Evaluation and Sustainability: Ongoing

- Prelicensure nursing students must complete course upon entering the program and annually to meet mandatory hospital training requirements
- Evaluate implementation process, program outcomes, and SON and hospital satisfaction

Contact

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Universal Onboarding Education for Pre-Licensure Nursing Students: Successes and Lessons Learned

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Project Design

UO 11-Module Course Content

- Patient Confidentiality, HIPAA & PHI Corporate Compliance & Code of Personal Protective Equipment & Conduct **Transmission Based Precautions** Cultural Competency & Respect
- Hospital Quality Measures
- Infection Control and Exposure Prevention
- Patient Bill of Rights & Responsibilities

Hospital Specific Information

- Submitted by hospitals as a PDF.
- Information included Institution Access, Policies/ Procedures, Hospital Amenities,
- General Expectations for Professionalism, Emergency and additional information

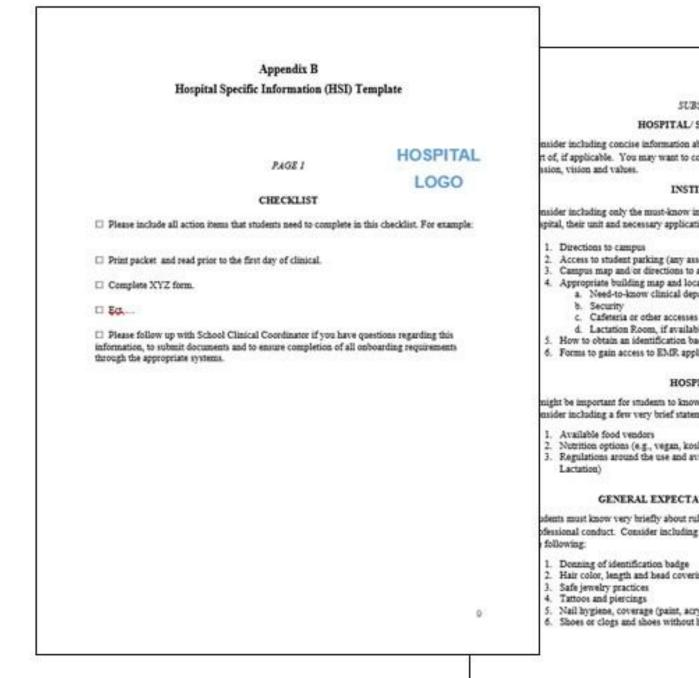


Figure 1: Template given for HSI PDFs

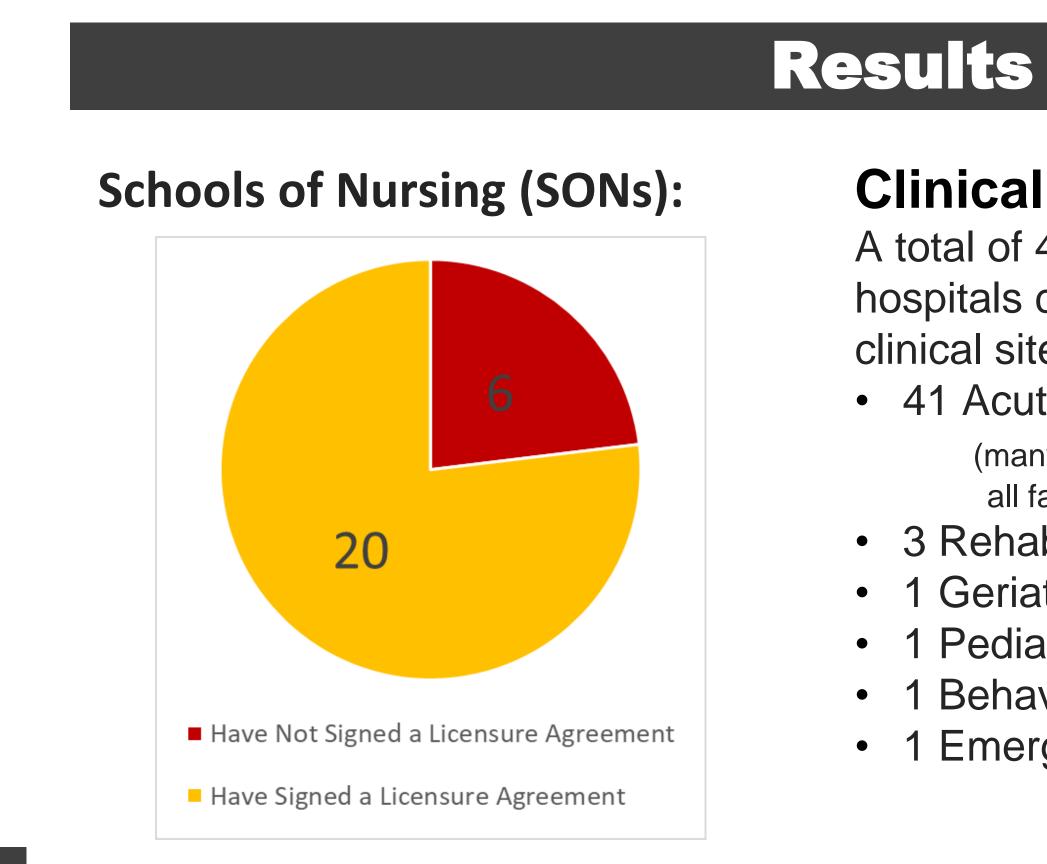


Figure 2: Number of SONs who have signed a license agreement and access to UO materials

- Fire/Electrical Safety/Hazmat/Radiation safety
- Safe Patient Handling
- Patient Care & Protection
- Workplace Safety

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LOGO
HOSPITAL
Smoking or Drug Use
Social Media Personal Electronic Devices Food on the Units
stay within the page limit. You may think about including a brief statement about your tions policies around the following and possibly a very short job aid regarding how to policies for the institution:
may be additional NEED-TO-KNOW information that you want to include in the tions PDF to students that doesn't fit in the above categories. You can include it here. Be
ADDITIONAL INFORMATION
ay want to remind students to follow school procedures for what to do in the case of ent weather or a disaster. This could save from unnecessary fielding of student calls to the r education departments.
Emergency Codes How to call a Code Blue or Rapid Response
riate for the clinical instructor to communicate some of this ON the first day. Please er including in this PDF the following information that the student might need to know RE they start:
is a lot of information that a student may need to know when faced with an emergency. of this information is included in the 11 e-learning modules. In addition, it may be most
EMERGENCY INFORMATION
ay want to remind students that the strictest policy goes. For example, if the hospital is ensent on policies around hair color, the student must follow their school's policy and vice

Clinical Sites:

- A total of 48 acute care and specialty
- hospitals completed prelicensure nurse
- clinical site information (HSI).
- 41 Acute Care Hospitals
 - (many health care systems submitted one PDF for all facilities)
- 3 Rehabilitation Centers
- 1 Geriatric Center
- 1 Pediatric Center
- 1 Behavioral Health Center
- 1 Emergency Center

- acute care hospitals.
- students
- students

Phase I:

- course content
- agreements

Phase II:

- Phase III:

Overcoming the Challenges

- information systems
- plan
- meetings

We anticipate the UO program will improve nursing programs and acute care hospitals' efficiencies in managing this education and save costs statewide. Ultimately, nursing students will benefit by having more time in the clinical setting to help prepare them as our next generation of nurses.

Successes

• Maryland is the first state in the nation to implement a statewide, accessible, scalable, sustainable, standardized, Universal Prelicensure Nursing Hospital Onboarding Education© program accepted by nursing programs and

• Statewide academic-hospital collaboration in the UO content development and course review

Adoption of a statewide, standardized hospital template to share information universally with prelicensure nursing

Consistent statewide education of prelicensure nursing

Challenges

State-wide communication to stakeholders

• After hospital expert review, requirement of additional UO

Navigation of school legal departments and signing of legal

• E-Learning package distribution to nursing programs due to stakeholder feedback and FERPA requirements Development of a HSI standardized PDF template

Implementation issues associated with diverse LMS

• Increased, targeted communication strategy

• Nursing Programs-direct communication with each nursing program to engage and ensure the right person(s) is at the table, i.e., working knowledge of student onboarding and

• Early on establishment of stakeholder meetings hospitals and nursing programs to discuss content and the implementation

• Frequent, consistent messaging and updates at statewide

Conclusions