

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

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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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Project Design

UO 11-Module Course Content

- Corporate Compliance & Code of Conduct
- Cultural Competency & Respect
- Hospital Quality Measures
- Infection Control and Exposure Prevention
- Patient Bill of Rights & Responsibilities
- Patient Confidentiality, HIPAA & PHI
- Personal Protective Equipment & Transmission Based Precautions
- Fire/Electrical Safety/Hazmat/Radiation safety
- Safe Patient Handling
- Patient Care & Protection
- Workplace Safety

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

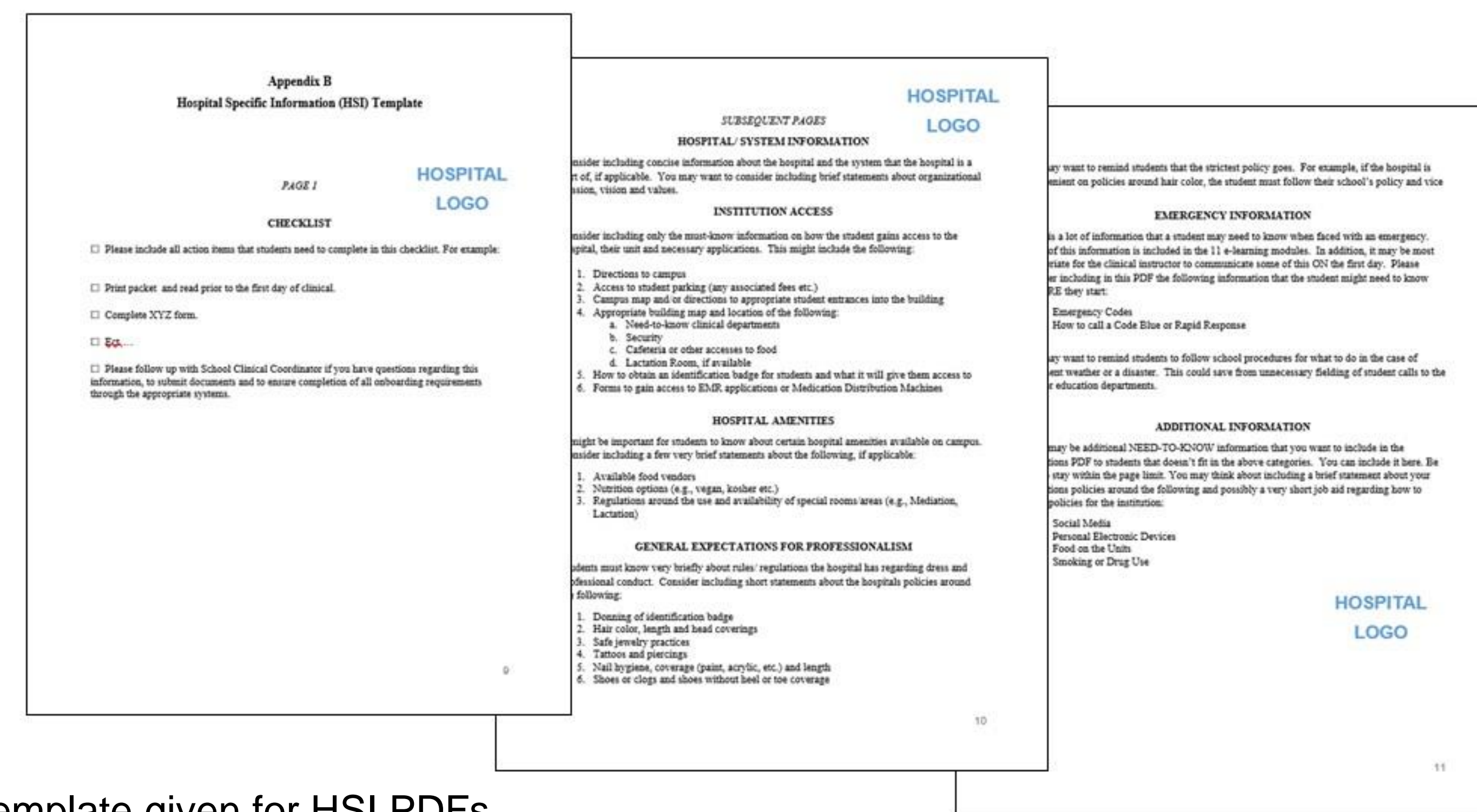


Figure 1: Template given for HSI PDFs

Results

Schools of Nursing (SONs):

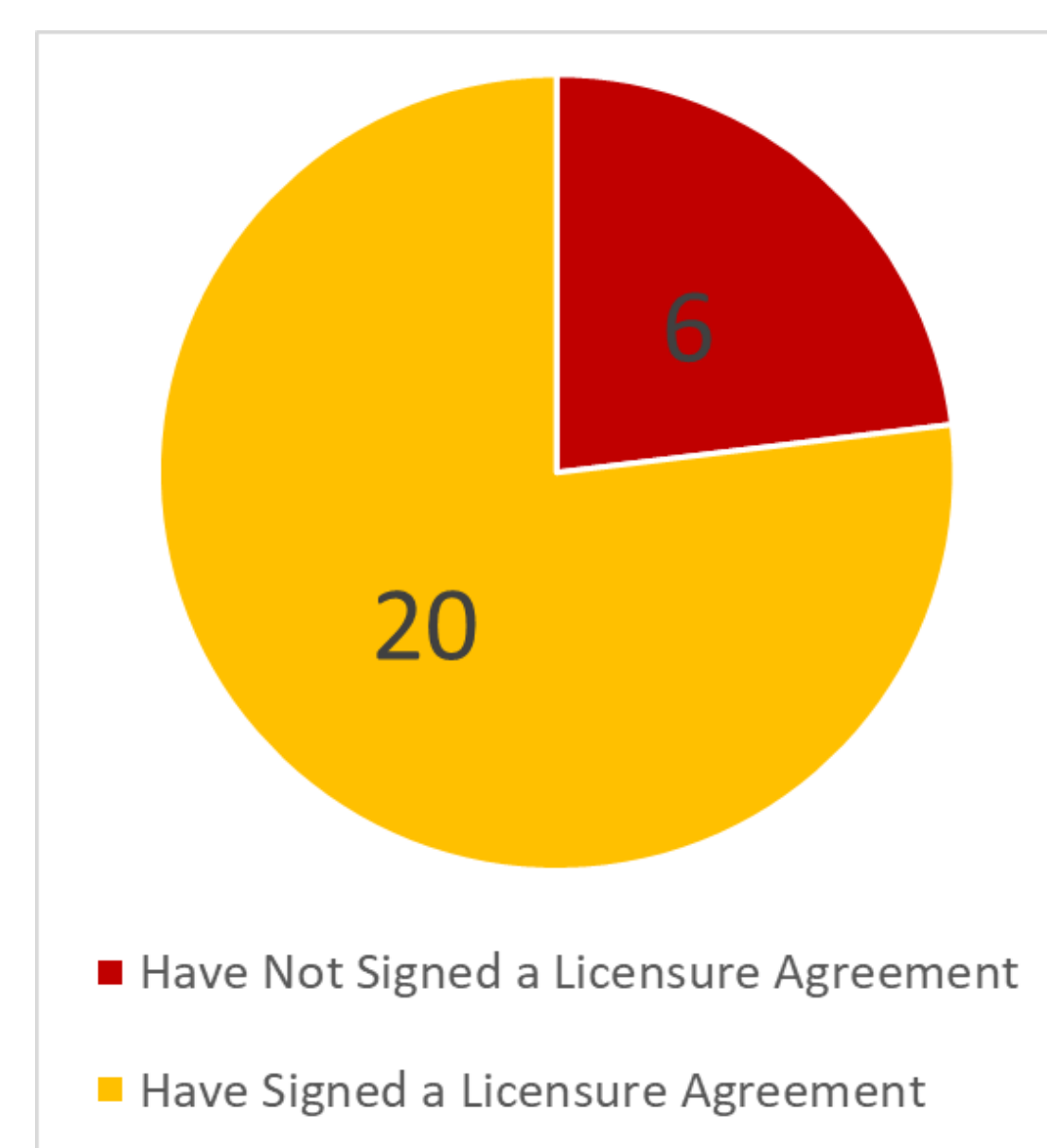


Figure 2: Number of SONs who have signed a license agreement and access to UO materials

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

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 acute care hospitals.
- 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 students
- Consistent statewide education of prelicensure nursing students

Challenges

Phase I:

- State-wide communication to stakeholders
- After hospital expert review, requirement of additional UO course content
- Navigation of school legal departments and signing of legal agreements

Phase II:

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

Phase III:

- Implementation issues associated with diverse LMS

Overcoming the Challenges

- 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 information systems
- Early on establishment of stakeholder meetings hospitals and nursing programs to discuss content and the implementation plan
- Frequent, consistent messaging and updates at statewide meetings

Conclusions

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.