Student Clinical Placement Capacity

Impact on the RN Nursing Education Pipeline

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Center for Connecticut nursing Workforce (CCNW) Summit

Aqua Turf Club, Plantsville, CT

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Objectives

overview of strategic initiatives supporting the use of the student nursing capacity

- Discuss key strategies to increase student nursing capacity and their impact on the nursing workforce
- Discuss lessons learned and outcomes from key strategies, including:
  - Competency-Based Orientation
  - Role Development: Preceptor Program
  - Online Student Clinical Placement System in partnership with CCNW
  - HHC: Academic-Practice Partnerships

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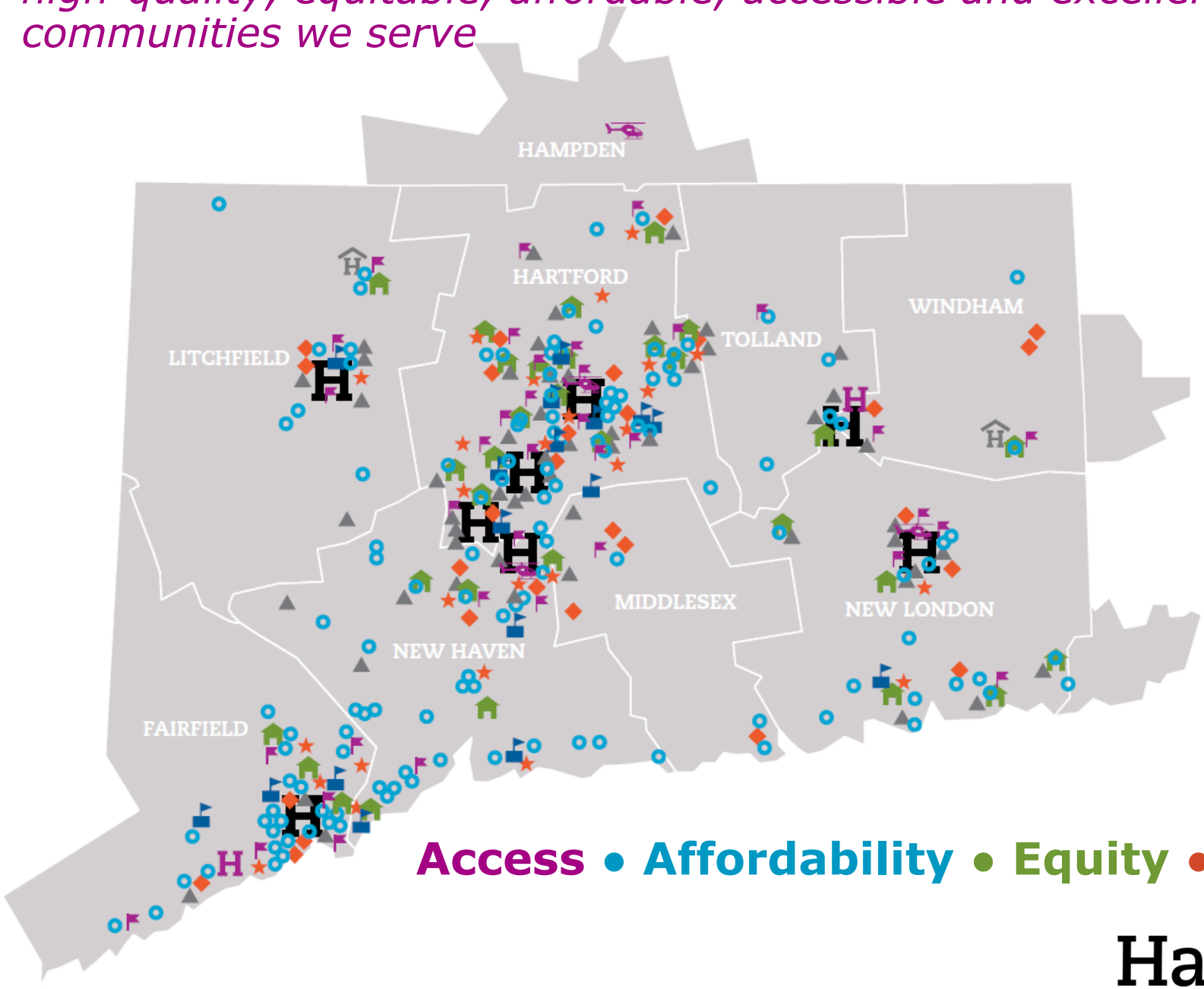
high-quality, equitable, affordable, accessible and excellent care for the people and communities we serve



- HHC Hospital
- HHC Behavioral Health Hospital
- HHC Health Center
- HHC Freestanding ED
- HHC Surgery/GI Center
- HHC Imaging
- HHC Behavioral Health
- HHC Urgent Care
- HHC Medical Group
- HHC Community Network
- LifeStar Base
- HHC Service Area

Access • Affordability • Equity • Excellence

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Our Vision and Mission at Work: *improving the health and healing for the people and communities we serve*

Mission

Vision

Values

36,000
Colleagues

17k
Lives touched daily

2nd
Largest employer in the state of CT

$5.2B
Annual operating revenue

430+
Locations

185
Towns in service area

Access

Affordability

Equity

Excellence

Center for Nursing Excellence

The Center for Nursing Excellence is recognized for advancing education, practice, research, and innovation, facilitating professional development, and supporting a healthy work environment for better organizational and patient care outcomes.

HHC Nursing Strategic Roadmap

focusing on key initiatives that will elevate nursing and make HHC the best place to be a nurse

Talent Development and Workforce Management
HHC is the best place to be a nurse. We attract and train the best people

Nursing Professional Development and Professional Practice
HHC is nationally known for nursing practice, excellence and innovations

Quality and Safety
HHC is nationally ranked for exceptional clinical and performance outcomes

Finance & Productivity
HHC has the resources to pursue the fulfillment of our mission and vision

Patient/Customer Experience
HHC is ranked #1 in the Northeast for Patient Experience

- Create a standard preceptor model program across HHC
- Standardize and streamline nurse migration/pipeline process throughout HHC
- Standardize the graduate nurse residency program across HHC
- Enhance/improve the nurse interview & recruitment process

A Call to Action: Patient Care Services Orientation Standardization

optimizing a meaningful learning experience and successful transition to practice

Background/Assessment

- Each of the HHC acute care regions have their own orientation program
- Variations in orientation curriculum, duplication of efforts, waste of resources, no structured framework
- Inconsistent approach to Nursing and ITS/Epic Orientation and Training

Plan of Action

- Standardized orientation curricula across the system to improve the quality, effectiveness, and efficiency of orientation
- Implemented an evidence-based and competency-based orientation framework
- Strengthened collaboration and teamwork among all educators in the five different regions

Outcome - Competency Based Orientation focused on:

- Safety
- Quality Improvement
- Patient-Centered Care
- Evidence-Based Care
- Nursing Informatics
- Teamwork and Collaboration

QSEN INSTITUTE
Quality and safety education for nurses

A Call to Action: Patient Care Services Orientation Redesign

creating an exceptional colleague experience and supporting nurses transition to practice

Results

- Evidence-Based & Competency Based Orientation Curriculum
- Effective use of resources which afforded to increase the frequency of orientation
- Gained process efficiencies (time and human resources)
- Opened opportunities for more seamless partnership and collaboration between members of Nursing Professional Development, Talent Acquisition, and ITS Training
- Decreased waiting time for Orientation: Nurses to the bedside quicker due to increased cadence of orientation, standardized training and onboarding

Lessons Learned

- Competency Based Orientation (CBO) leveraged nursing practice
- CBO initiative is the foundation of the Nurse Residency Program- Standardization is on progress
- Commitment to continuous improvement along with our partners and collaborators (ITS Epic Design Project/ Access Provisioning)

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The Heart of the Matter: Nurse Preceptor

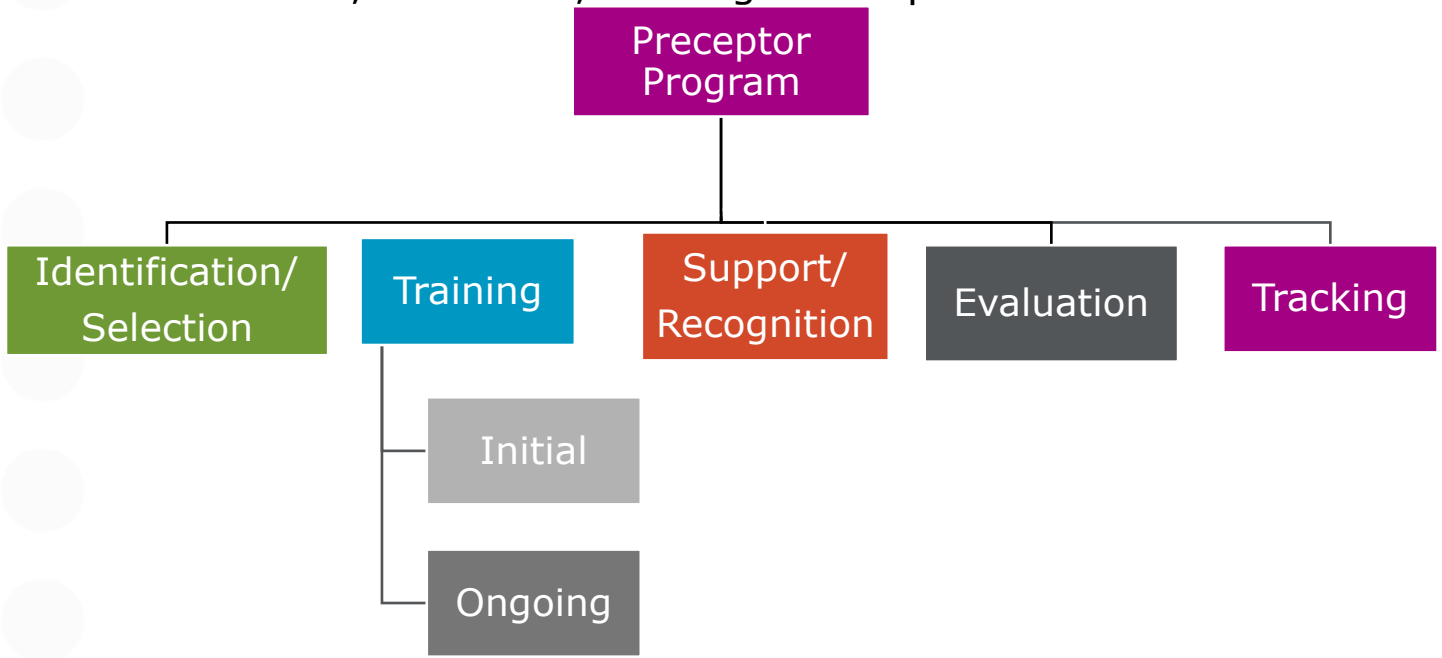
developing a meaningful program for preceptors, creating clarity and promoting engagement

Background/Assessment

- Lack of Preceptors & role development programs
- No consistent guidelines for preceptor selection, competency vvalidation, training, recognition, and development
- Inconsistencies in preceptor curriculum and training design

Plan of Action

- Developed and implemented a comprehensive preceptor program across HHC that embraces a new and innovative preceptor model with clear criteria, education, training and expectations



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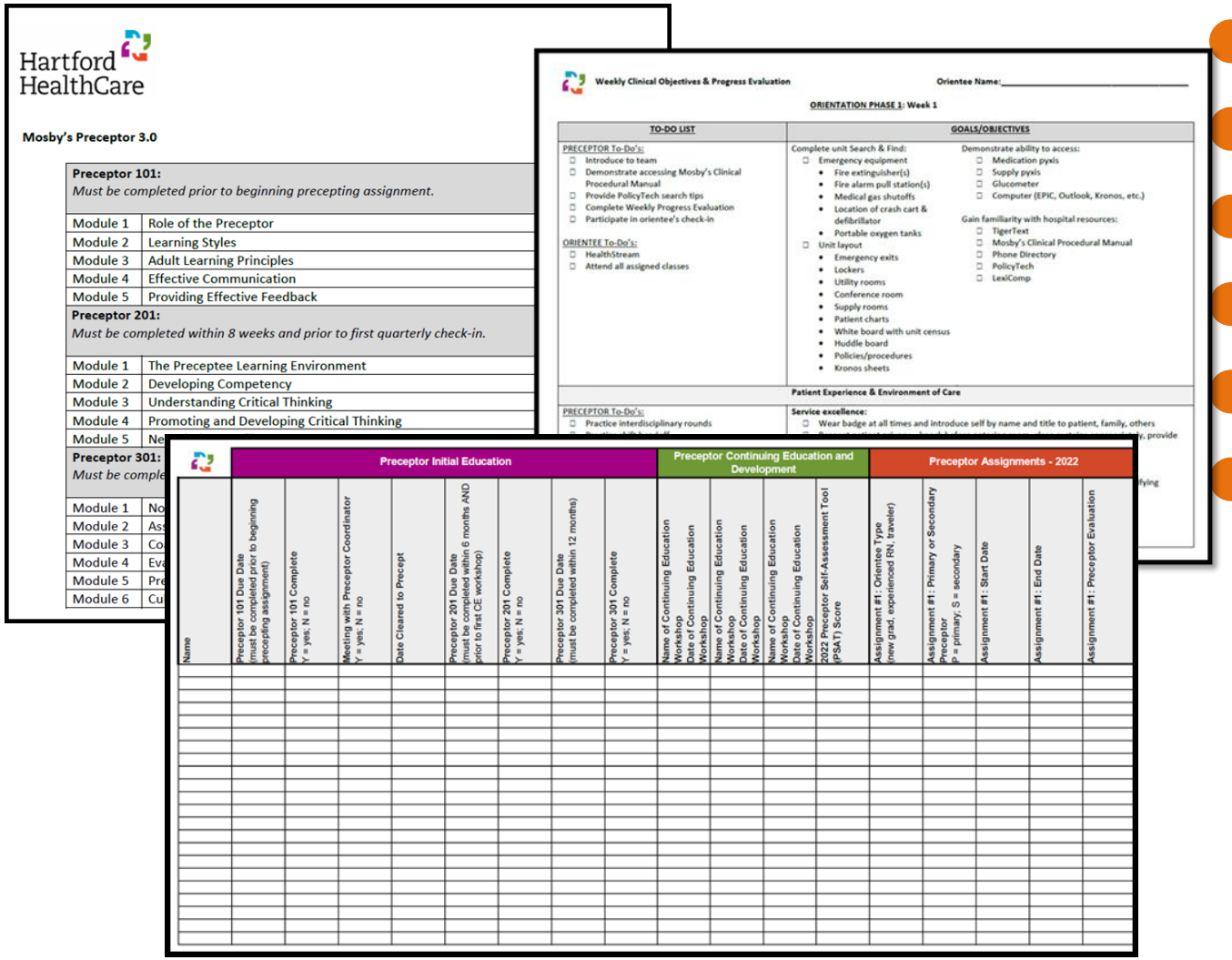
The Heart of the Matter: Nurse Preceptor

a comprehensive and standardized preceptor program across HHC

Plan of Action

- Developed and implemented a comprehensive preceptor program across HHC that embraces a new and innovative preceptor model
  - Evidence-based, online preceptor education
  - Novice to Expert Continuum
  - Preceptor Guidelines
  - Coaching and Mentoring-
  - Establish Role Regional Preceptor Coordinator
  - Provision of Contact Hours (Continuing Professional Development Programs)
  - Preceptor Recognition Program
  - General Nursing Orientation Competency and Progress Document
  - Weekly Clinical Objectives and Progress Evaluation
  - Clinical Orientation Progress Report
  - Preceptor Handoff Tool
  - Preceptor Database



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Mosby's Preceptor 3.0

Preceptor 101: *Must be completed prior to beginning precepting assignment.*	
Module 1	Role of the Preceptor
Module 2	Learning Styles
Module 3	Adult Learning Principles
Module 4	Effective Communication
Module 5	Providing Effective Feedback
Preceptor 201: *Must be completed within 8 weeks and prior to first quarterly check-in.*	
Module 1	The Preceptee Learning Environment
Module 2	Developing Competency
Module 3	Understanding Critical Thinking
Module 4	Promoting and Developing Critical Thinking
Module 5	Ne
Preceptor 301: *Must be comple*	
Module 1	No
Module 2	As
Module 3	Co
Module 4	Ev
Module 5	Pr
Module 6	Cu

Weekly Clinical Objectives & Progress Evaluation — Orientee Name:_____

ORIENTATION PHASE 1: Week 1

TO-DO LIST	GOALS/OBJECTIVES
PRECEPTOR To-Do's: ☐ Introduce to team ☐ Demonstrate accessing Mosby's Clinical Procedural Manual ☐ Provide PolicyTech search tips ☐ Complete Weekly Progress Evaluation ☐ Participate in orientee's check-in ORIENTEE To-Do's: ☐ HealthStream ☐ Attend all assigned classes	Complete unit Search & Find: ☐ Emergency equipment • Fire extinguisher(s) • Fire alarm pull station(s) • Medical gas shutoffs • Location of crash cart & defibrillator • Portable oxygen tanks ☐ Unit layout • Emergency exits • Lockers • Utility rooms • Conference room • Supply rooms • Patient charts • White board with unit census • Huddle board • Policies/procedures • Kronos sheets Demonstrate ability to access: ☐ Medication pyxis ☐ Supply pyxis ☐ Glucometer ☐ Computer (EPIC, Outlook, Kronos, etc.) Gain familiarity with hospital resources: ☐ TigerText ☐ Mosby's Clinical Procedural Manual ☐ Phone Directory ☐ PolicyTech ☐ LexiComp
Patient Experience & Environment of Care	
PRECEPTOR To-Do's: ☐ Practice interdisciplinary rounds	Service excellence: ☐ Wear badge at all times and introduce self by name and title to patient, family, others

	Preceptor Initial Education								Preceptor Continuing Education and Development				Preceptor Assignments - 2022				
Name	Preceptor 101 Due Date (must be completed prior to beginning precepting assignment)	Preceptor 101 Complete Y = yes; N = no	Meeting with Preceptor Coordinator Y = yes; N = no	Date Cleared to Precept	Preceptor 201 Due Date (must be completed within 6 months AND prior to first CE workshop)	Preceptor 201 Complete Y = yes; N = no	Preceptor 301 Due Date (must be completed within 12 months)	Preceptor 301 Complete Y = yes; N = no	Name of Continuing Education Workshop	Date of Continuing Education Workshop	Name of Continuing Education Workshop	Date of Continuing Education Workshop	2022 Preceptor Self-Assessment Tool (PSAT) Score	Assignment #1: Orientee Type (new grad, experienced RN, traveler)	Assignment #1: Primary or Secondary Preceptor P = primary; S = secondary	Assignment #1: Start Date	Assignment #1: End Date	Assignment #1: Preceptor Evaluation

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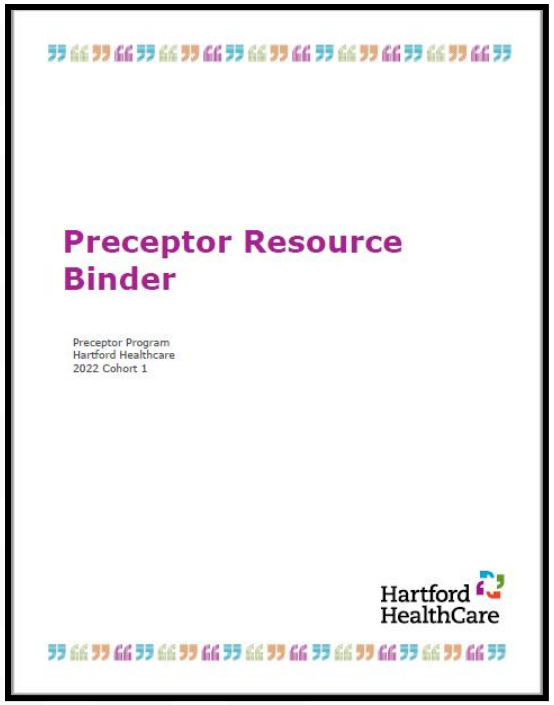
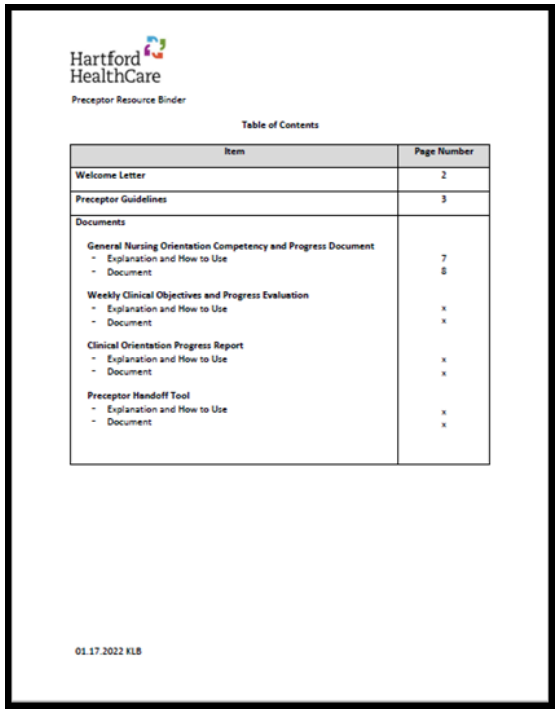
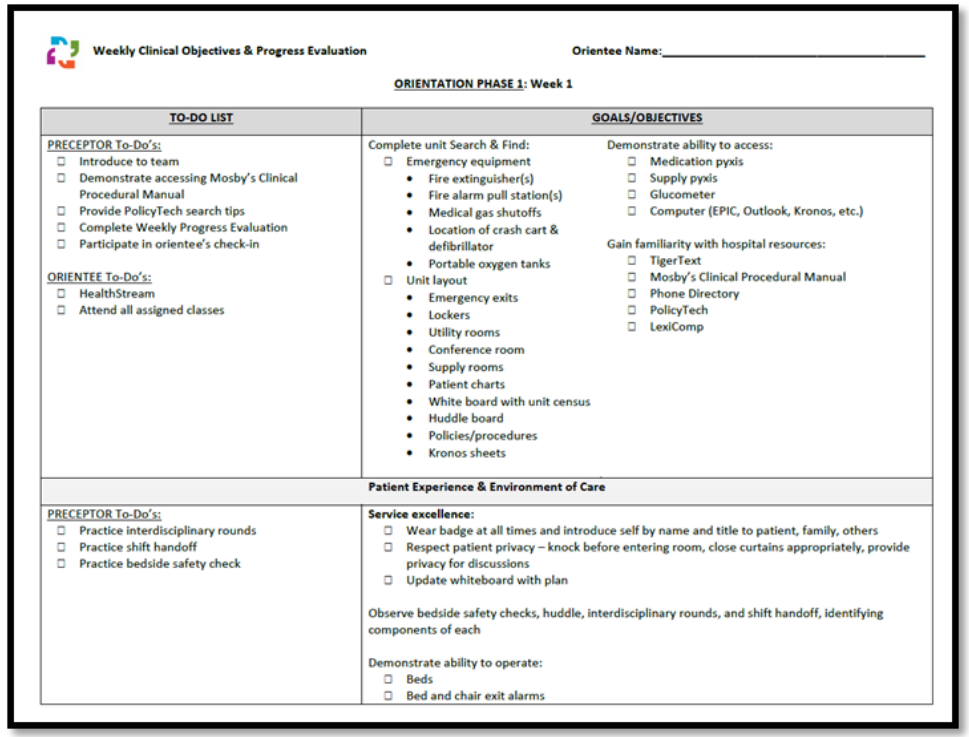
The Heart of the Matter: Nurse Preceptor

standard work, tools and processes for an enhanced preceptor experience

- Standardized Documents
  - General Nursing Orientation Competency and Progress Document
  - Weekly Clinical Objectives and Progress Evaluation
  - Clinical Orientation Progress Report
  - Preceptor Handoff Tool







Weekly Clinical Objectives & Progress Evaluation

Orientee Name:_____

ORIENTATION PHASE 1: Week 1

TO-DO LIST	GOALS/OBJECTIVES
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Patient Experience & Environment of Care	
PRECEPTOR To-Do's: ☐ Practice interdisciplinary rounds ☐ Practice shift handoff ☐ Practice bedside safety check	**Service excellence:** ☐ Wear badge at all times and introduce self by name and title to patient, family, others ☐ Respect patient privacy – knock before entering room, close curtains appropriately, provide privacy for discussions ☐ Update whiteboard with plan Observe bedside safety checks, huddle, interdisciplinary rounds, and shift handoff, identifying components of each Demonstrate ability to operate: ☐ Beds ☐ Bed and chair exit alarms

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The Heart of the Matter: Nurse Preceptor

new program shows greater interest among preceptors, ultimately, enhancing nursing practice

Results

- Evidence-based and competency-based preceptor curriculum
- More accessible, more engaging, more effective program
  - Over **400 RNs** enrolled in the Preceptor Program to date
  - Over **275 RNs** have completed the Curriculum
  - Over **140 RNs** attended Continuing Nursing Professional Development
- Organized and systematic programming which impacts retention, engagement, and productivity of preceptors and their orientees
- Preceptor engagement survey to ensure continuous improvement

Lessons Learned

- Integration to the Nurse Residency Program
- Expand the Preceptor Program to APRNs, Nursing and Allied Health
- Organized and systematic programming – automation is needed to
- Meaningful recognition to drive engagement
- Resiliency training & workshop
- Foundational work for the Nurse Residency and Nursing Specialty Fellowship Programs

Online Student Clinical Placement System

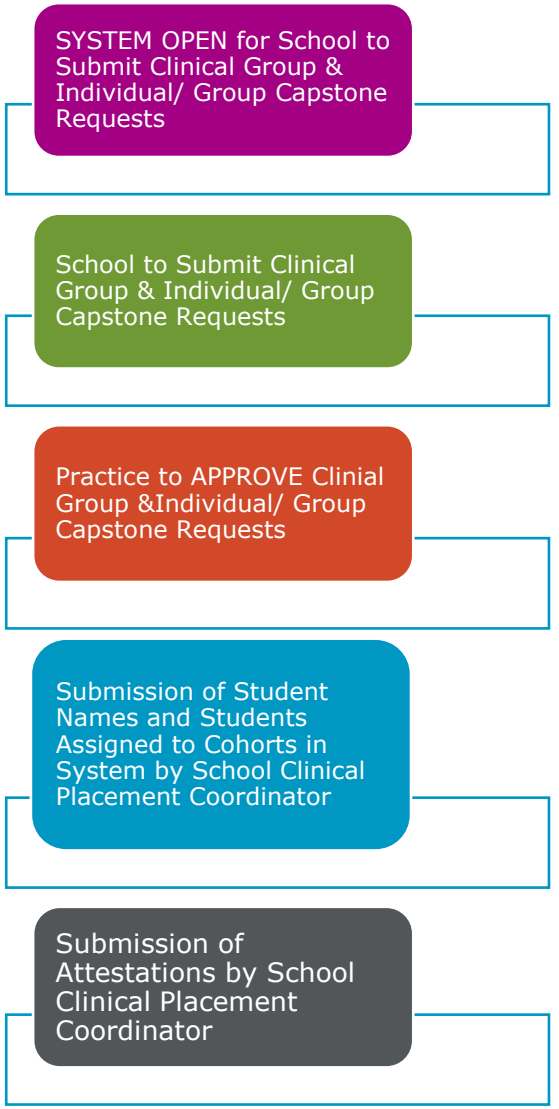
implementing a solution to ease the burden of tracking and create a better experience for healthcare institutions and academic partners

Background/Assessment

- Tedious and complex workload for managing and tracking students' placement
- Variation in the process across regions
- Challenges with communication between organization and existing academic partners
- Lack of tracking and evaluation process/no mechanism to sustain a process

Plan of Action

- Adopted the Connecticut Center for Nursing Workforce, Inc. (CCNW) online student clinical placement system to manage the process of nursing student clinical placements across Connecticut
- Seamless coordination of the student placement processes for clinical rotations, capstones, and observation experiences
- Established metrics and reports for student placement in nursing



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Online Student Clinical Placement System
maximizing the capacity for students' clinical placements

Results

- A more streamlined process for communication between academic and practice partners; strengthens collaboration and partnership
- Easier, more effective and efficient process for student placement (Decreased Amount of Administrative Work & Improved productivity)
- End User Feedback: Academic and Practice Partners
  - Using the system made it easier to do my job - 70.5%
  - Using the system increased my productivity% - 58.8 %
  - It is easy to learn to use to my role - 82.2%
  - Using the system enhanced my effectiveness on the job - 66.7%
  - Learning to operate the system was easy for me - 76.5%
  - Using the system enhanced my effectiveness on the job - 76.5%
- **100%** Real-time reports of student capacity per region
- This supports the expansion of the student capacity by **50%** this year with over **4900** seats available
- More meaningful clinical learning experience at HHC which can result to better student-colleague conversion

Lessons Learned

- Through the online placement system, HHC identified more capacities for student placement
- Created more opportunities for evenings and weekends
- Further streamline the process for generating reports
- We have capacities, what we need now are clinical faculty
- Effective Workforce Planning through its tracking purposes

Conclusion

building a culture of learning through partnership with internal and external stakeholders to advance and elevate nursing education and professional practice

- It takes a village to build a system's **culture of learning and mentorship**
- The implementation of system-wide, evidence-based, and competency-based **Patient Care Services Orientation program**, **preceptor development program**, and **online student clinical placement system** are critical strategies in maximizing the student capacity for clinical placement
- The **academic–practice partnerships** facilitates an optimal learning experience for the students
- A call to action to address the shortage of **clinical faculty** through innovative solutions to further maximize our capacity for students

Conclusion

advancing nursing through collaboration, innovation, and leveraging best practices

Student Clinical Placement Capacity:
Its Impact on the RN Nursing Education Pipeline

Clarity of Vision

Collaborative Partnerships

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Competency Based Framework

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Thank you!!!

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