Simulation Increases Team Members’ Skills in a New Healthcare Environment From a Nursing Educator Viewpoint

Rosie Bernard MSN MPH RN, Grace Walls DNP RN, Cynthia Malone, MSN RN, Kimberly Galera BSN RN, Karen Beagles, BSN RN, Linda Ameyaw MSN RN, Gwenn Cockle MSN RN, Vida Wiley, BA. 
Rosie.Bernard@aah.org
Clinical Nursing Education
TRINITY HOSPITAL

Background
Healthcare faces the challenge of finding and retaining nurses. Organizations want to ensure that team members are comfortable in the organization so that their skills will be utilized to achieve the mission and vision. Nurses want to feel that they can do the skills needed to give exceptional care. A successful transition to practice will help to improve retention rates. It will help the team members handle demanding situations and high-stress levels when faced with new clinical challenges.

Local Problem
We identified knowledge gaps in new nurses after orientation. These gaps in nursing practice led to frustration and often turnover. The first-year turnover rate was 61.22% in January 2023.

Methods
We included simulation in new RN orientation to help new team members enhance their confidence, skills, and knowledge level to be able to always provide quality care. Leaders and new RNs were interviewed after orientation was completed.

Results
This type of transitional strategy for new team members changed perspective of the leaders in hiring team members. The team members surveyed stated that they felt cared for by not being left to find their own way. It was also concluded that the reward was better-prepared team members with core competencies in their new role. It increases their job satisfaction and critical thinking skills thereby reducing their anxiety and stress levels. The first-year turnover rate reduced to 39.81% by April 2023.

Conclusions
• Comprehensive information was provided.
• Great experience and knowledgeable educators.
• Limitations space for onboarding and number of educators.
• Opportunity to increase teammate confidence.
• Build critical thinking skills.
• Incorporation of scenarios involving hands with the simulation experience created a safe learning environment.

Implications for Practice
Keeping the orientation and simulation environment authentic as possible promoted the ability of the nurses to feel better prepared for their role. Nurses believe that knowledge and preparedness are essential for their development. A foundation that allows for integration of professional role, competence, and confidence in one’s self-performance in a safe and supportive environment will help with recruiting and retaining nurses.

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