

Simulation & New Nurse Residency Program

Christina Scerbo, RN, MScN, CCSNE

Simulation Lead, Mackenzie Health

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Nursing Crisis in Ontario



CANADA WORLD BUSINESS INVESTING WATCHLIST PERSONAL FINANCE OPINION POLITICS SPORTS LIFE ARTS

Nursing shortage in Ontario remains despite a push to hire

CARLY WEEKS > HEALTH REPORTER
PUBLISHED JUNE 21, 2023
UPDATED JUNE 23, 2023



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‘Crisis in nursing is real:’ Nurses call for Ontario to strengthen the profession



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Province will be short \$21B to cover its commitments to expand hospitals, long-term and home care

 Liam Casey, Allison Jones · The Canadian Press ·
Posted: Mar 08, 2023 11:19 AM EST | Last Updated: March 8



Situation Awareness

Human Health Resource
(HHR) gaps

Competitive
environment for
recruitment and
retention

High acuity and heavy
workload

Limited exposure of
student nurses to real
patient experience over
the pandemic period

Many nursing vacancies
within GTA hence
opportunities to move
around

Offerings of graduate
nurse residency
positions in GTA

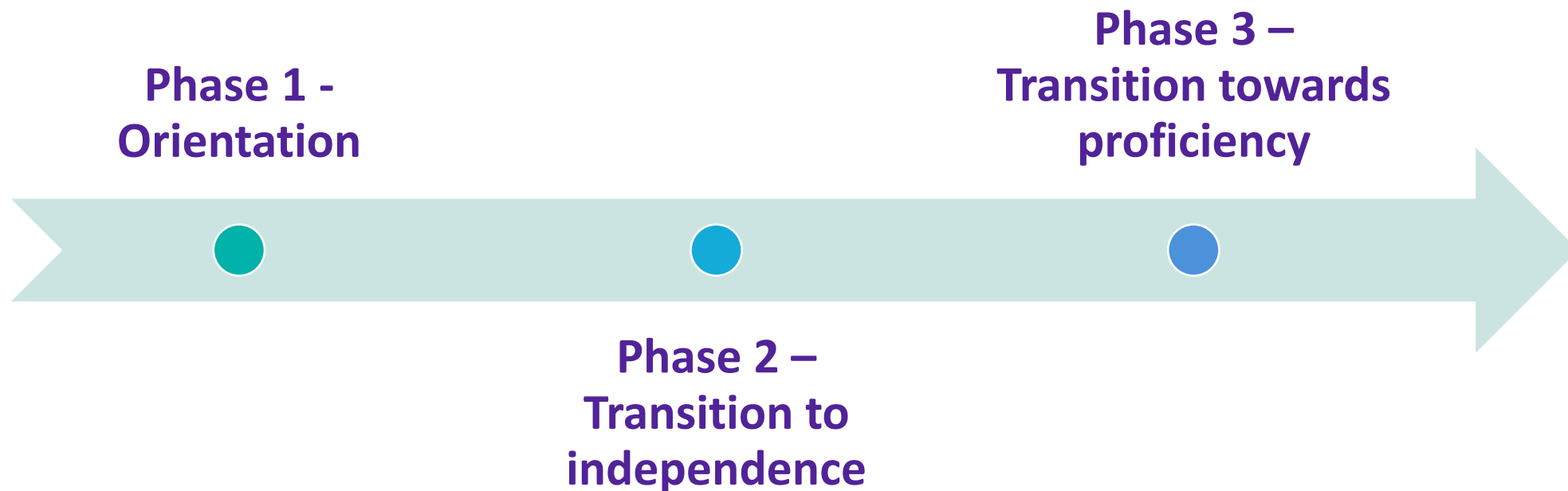


New Nurse Residency Program

- Introduction of the Nursing Residency Program for registered nurses to support new graduates' transition to practice
 - Sick Kids Critical Care Unit
 - Hamilton Health Care System OR
 - Alberta Health Services Woman's Health and Surgery Programs
 - Mackenzie Health ICU
 - Orientation
 - Time with Educator
 - 3 months of in-class support
 - 2-4 weeks of buddy shifts

Mackenzie Health Program Overview

- The Nursing Graduate Guarantee (NGG) program is funded by the ministry and supports new nurses who are within 12 months of registering with the College of Nurses of Ontario (CNO) by providing them employment opportunity, above staffing complement



Phase 1

Phase 1	Phase 2	Phase 3
Initial Onboarding <ul style="list-style-type: none">• Corporate• Interprofessional• Unit Specific	<ul style="list-style-type: none">• CNO NGG 12 wks• Supernumerary working with preceptor• Guided/supervised practice at the patient's bedside• Progressive workload management• Simulation and learning workshops	<ul style="list-style-type: none">• Mentor assigned• Clinical Facilitators (Corporate and Program) with frontline experience support learning and development• Community of New Nurses as an open forum and skills sessions• Ongoing education

Phase 2

Phase 2		
Phase 1		Phase 3
Initial Onboarding <ul style="list-style-type: none">• Corporate• Interprofessional• Unit Specific	<ul style="list-style-type: none">• CNO NGG 12 wks• Supernumerary working with preceptor• Guided/supervised practice at the patient's bedside• Progressive workload management• Simulation and learning workshops	Mentor assigned Clinical Facilitators (Corporate and Program) with frontline experience support learning and development Community of New Nurses as an open forum and skills sessions Ongoing education

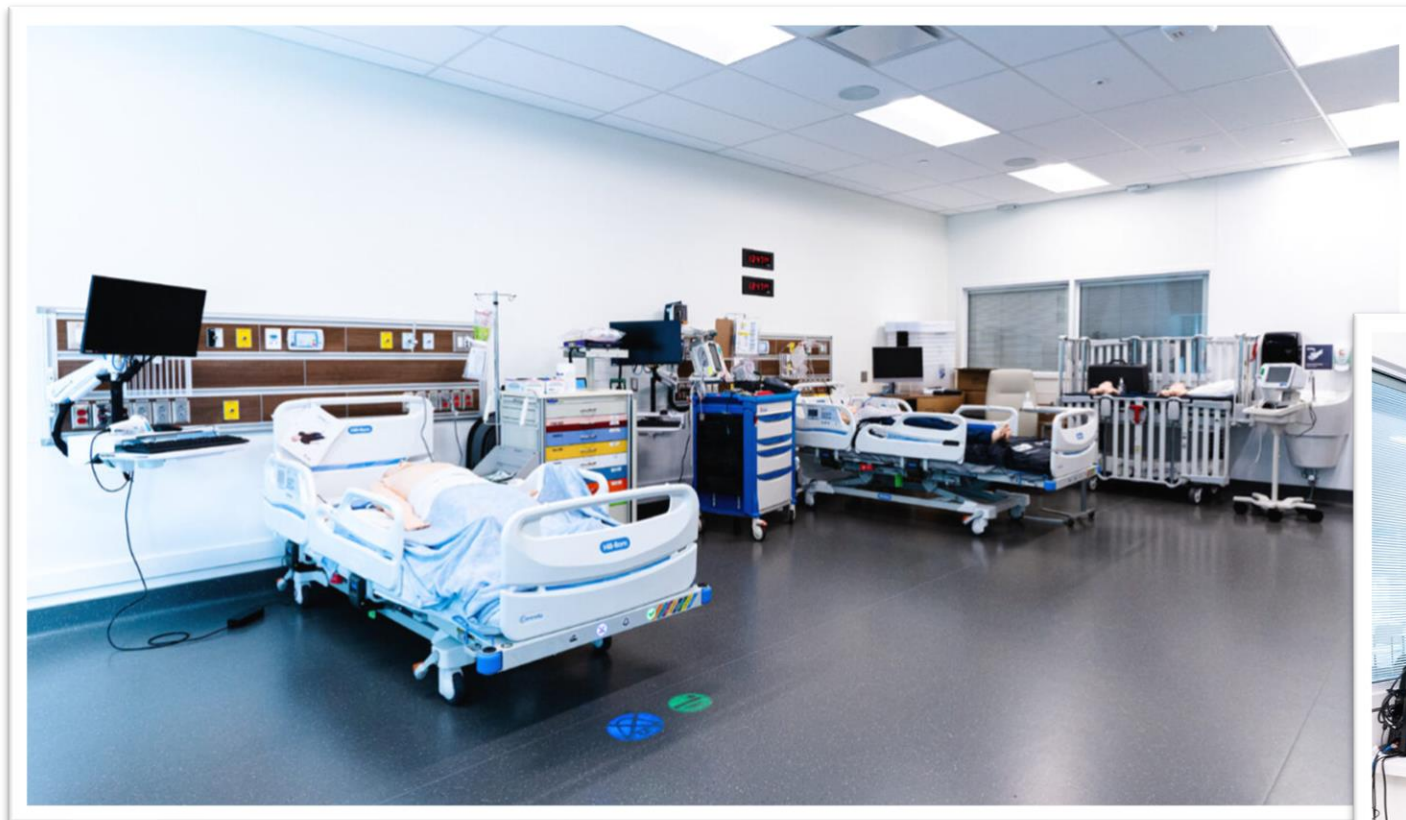
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Simulation Program

- Simulation in healthcare
 - “...an educational strategy in which a particular set of conditions are created or replicated to resemble authentic situations that are possible in real life; simulation can incorporate one or more modalities to promote, improve, or validate a participant’s performance” (INACSL Standards, 2021)
- Simulation at Mackenzie Health
 - Mock exercises in situ and in Simulation Lab
 - Use of task trainers for performance of specific skill
 - Use of Standardized Patients in training and assessment
 - Virtual game to enhance critical thinking
 - Process planning

Simulation Space



REQUIREMENTS

FOR THOSE WHO ARE IN THE NGG PROGRAM, IT IS A REQUIREMENT FOR YOU TO **COMPLETE A LEARNING PLAN** DURING YOUR 12 WEEK PERIOD.



A COPY OF THE LEARNING PLAN TEMPLATE WILL BE PROVIDED FOR YOU TO USE TO DEVELOP **SMART** LEARNING GOALS.

THE INSTRUCTIONS ARE ON THE **FIRST PAGE**. PLEASE LET US KNOW IF YOU NEED ANY ASSISTANCE DEVELOPING THE LEARNING PLAN!

THROUGHOUT YOUR NGG PLACEMENT TO ENSURE YOUR SUCCESS, YOUR PRECEPTOR, UNIT EDUCATOR, CLINICAL FACILITATOR AND THE REST OF THE TEAM WILL BE CONNECTING WITH YOU TO PROVIDE SUPPORT.

FYI...

Your Unit: _____

Preceptor(s): _____

Manager: _____

Educator: _____

Program Clinical Facilitator(s): _____

Corporate Clinical Facilitator(s): _____

Prior to starting on the unit:

Unit orientation will be provided by the educator on the unit

Please complete mandatory clinical skills module on **MYLEARNING** before starting your first day on the unit.

Please also complete mandatory corporate modules.

EDUCATIONAL OPPORTUNITIES



Please register on MyLearning :

New Nurse Residency Program

"Day 1 - Sim Workshop"
Date: _____

"Day 2 - Sim Workshop"
Date: _____

NGGs are to attend 2 x 7.5-hour workshops in their 12 week transition period

Workshops are held bi-weekly on Wednesdays and are followed by attendance to Community of Nurses

Nursing Skills Day:

"Day 1" Date: _____

"Day 2" Date: _____

CONGRATULATIONS
ON GRADUATING
AND SECURING AN
NGG PLACEMENT!

WE
ARE EXCITED TO
HAVE YOU JOIN
MACKENZIE HEALTH!



Orientation

Corporate, interprofessional and unit specific



Transition

Supernumerary working with preceptor
Progressive workload management
Completion of competency checklist
Simulation training built in (Day 1 & 2 workshop)



Integration

Mentor assigned
Continued support for remaining learning goals as needed
Part of Community of New Nurses
Continuation of Simulation Workshops (Day 3 & 4 - Nursing Skills Day)



WELCOME



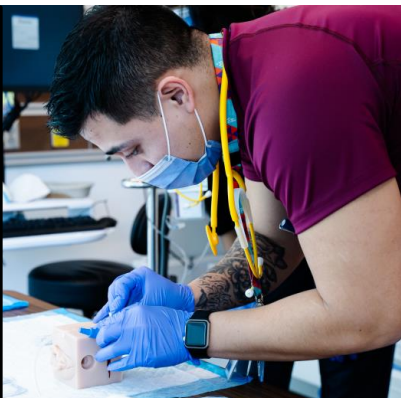
Mackenzie Health

NEW NURSE RESIDENCY PROGRAM PASSPORT

NGG NAME: _____

Simulation Activities

Unit Orientation



Standardized Patients



Skills Workshop



Mock Exercises



Certification Courses



Sim 2 U



Residency Workshop



Virtual Games



Simulation Workshop

- Simulation Workshop for the Residency Program consists of 2 days with simulation exercises led by the corporate Clinical Facilitators.
- Objectives:
 - Providing and managing safe patient care
 - Clinical judgement and rapid response
 - Collaboration with inter-and intra-professional team
 - Cultural competence
 - Quality improvement



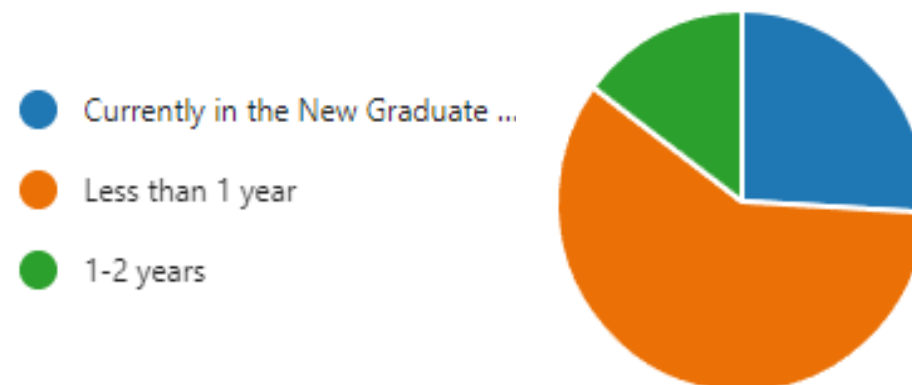
New Nurse Residency Simulation Workshop

Participant Feedback

- *“An open and welcoming environment to practice clinical skills”*
- *“Very informative, interactive, and helpful for skills”*
- *“I enjoyed that it was hands on, this allows us to learn better and really use our critical thinking”*
- *“The course instructors were helpful, kind, informative, and knowledgeable”*

Workshop and Participant Demographics

Number of Participants	50
Home Unit of Participants	77% (Medicine) 19% (Emergency) 4% (Surgery)



Community of New Nurses



- Community of New Nurses are held on a weekly basis, allowing new nurses (i.e. graduated within the past two years) the opportunity to meet and discuss experiences as well as participate in a themed skills workshop
 - Hands-on skills workshops
 - Monthly topics (e.g. IV insertion, heparin protocol, respiratory deterioration)
 - Drop-in sessions held weekly at both sites
 - Social aspect
 - Peer support and sharing of experience; providing feedback on their status and integration

Nursing Skills Days

- Utilization of reinvestment funding – support existing frontline nurses and their professional development
- Topics based on organization's needs assessment of nurses
- Nursing Skills Days
 - Corporate
 - Unit specific (e.g. Emergency Department, Critical Care Unit, Woman and Child, Mental Health)



Sim2U Rounding



- Sim2U rounding brings simulation education to the interprofessional staff at the point of care
- Roving cart with monthly themes rounding on all units to ensure standardized process
 - Scrub the Hub
 - Wound care dressings
 - Code Blue Arrest Cart
 - Chest compressions
 - Deep suctioning

Next Steps

New Nurses

Self-evaluation
of each new nurse
graduate at 3
months and 6
months post-hire
date

Organizational Support

Transition to independent practice
with support from the New Nurse
Residency Program

Confidence in clinical skills, critical
thinking, prioritization and
workload management,
interprofessional
communication, documentation

Preceptor workshop to build
capacity and leadership of
preceptors

Residency Program

Formal evaluation
of New Nurse
Residency Program after
6 months
implementation

