

# 4IU Pilot Program: Enhancing Preceptor Training

## Increasing Satisfaction of Newly Hired Nurses

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### Introduction

- Many nurses choose 4IU as a career starting point to gain experience caring for critically ill patients prior to transferring to an ICU setting
- Because of the high internal turnover rate, there is a constant influx of new nurse hires to 4IU that require training via preceptors
- The barriers faced by 4IU preceptors:
  - 1) lack of formal preceptor training via the system-wide course
  - 2) absence of a formal standardized curriculum for clinical orientation
  - 3) minimal time between successive orientees

### Future Research

- Compare satisfaction of preceptors pre and post implementation to determine if the standardized orientation manual helped to eliminate omissions during training of new hires
- Does the orientation reference manual improve the preceptor's satisfaction with the orientation process to prevent preceptor burnout

### Strategy

- Determine education points to teach during clinical orientation via survey
- Host a 4IU Preceptor Academy to establish a baseline understanding of the role
- Develop a 4IU Orientation Reference Manual (ORM). It will provide preceptors with a standard, comprehensive curriculum that they will be expected to review with each orientee to prevent omissions
- Conduct a post implementation survey with orientee and revise ORM to meet the needs of new hires based on the feedback received

### Plan

- Complete survey of prior hires
- Train preceptors via the Precepting for Success Course
- Brainstorm Top 10 Items and create talking points
- Finalize first draft of Orientation Reference Manual for Summer/Fall hires
- Modify reference manual based on feedback

### Methods

- Interview 2019 new hires to evaluate satisfaction with orientation & preceptors
- Determine their perceived level of confidence after completion of their orientation
- Identify topics they felt were covered incompletely
- Develop talking points from best practice resources
- Train preceptors via Precepting for Success course
- Brainstorm 4IU "Top 10" list
- Build talking points for 4IU ORM & utilize during orientation