Background
Registered Nurse (RN) competency programs within hospitals have become a yearly standard. However, specialty areas such as Critical Care and Emergency Departments lack the necessary knowledge from these competency days to ensure their skills are evidenced based and relevant to their bedside care. Many of the newly hired are recent graduates.

Methods
Based on the ED Learning Needs Assessment, a course was developed to enhance EDRN skills:
- Obtained stakeholder support from physicians, nurses and leadership.
- Created interprofessional faculty simulation course work.
- EDRN’s attended 1 6-hour day with pre and post work.
- Debriefed core education team on lessons learned.
- Competence and performance were reviewed in real-time during simulation experiences. During simulation, immediate feedback to questions were given and performance errors were corrected.

Emergency Department RN (EDRN) Course
- Mandatory for all RNs in the ED
- Pre-course work, didactic lectures, hands on simulation
- Includes a post-course quiz, evaluation of the program and a three-month retention quiz
- Provides the groundwork to identify learning assessment needs among the EDRN staff and an avenue to develop competencies in a low stress and enjoyable environment.

Results
A program evaluation was conducted on how the anticipated goals of the program met the expectation of closing the gap between three different domains of education; knowledge, competence and performance.

Ninety (n=90) RN’s scores on pre-and post-quizzes and program evaluations were analyzed for knowledge retention and feedback.

Data analyzed for retention of knowledge:
- 83% improvement in scores
- 9% stayed the same
- 8% performed worse on their post course score.

Conclusions
Providing the EDRN with relevant and repetitive information allowed for retention of knowledge retention over three months.

Many participants felt the course was necessary to provide in depth competencies that are not obtained in hospital competency days.

Strategies for education in the future were developed to apply to changing curriculums yearly to enhance knowledge and provide for an exciting experience in which to learn.