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Background

There is a current shortage of perioperative nurses and the problem is intensifying as nurses in this specialty area prepare to retire over the next five years. To further compound the problem, nursing schools have consistently minimized or eliminated in-depth perioperative nursing content in their curricula and clinical observational rotations to the perioperative units.

- The resultant impact of these practices include:
- **Lack of knowledge and interest about perioperative nursing.**
 - **Escalating costs (\$80,000.00 to over \$100,000.00) associated with recruiting, educating and training a nurse for a position in perioperative services.**

With the increase in surgical procedures (both in hospitals and ambulatory surgical centers) and the projection that 20% of the current 160,000 perioperative nurses will retire over the next five years, the gap between the demand and the supply for perioperative nurses intensifies.

Perioperative nurses are older and more experienced than those found in other sectors of the nursing workforce. A profound departure of these nurses poses a threat to patient safety because decades of experience, knowledge and skills would be lost.

Recruitment Challenges for NYU Langone Medical Center's Perioperative Services

- Dwindling pool of perioperative nurses.
- Increase in new positions to support new programs and increase in surgical volume.
- Challenges in recruiting internally for the Perioperative 101 Training Program.
- Use of costly contracted staff to fill vacancies.

Project Description

In order to create an internal pool of perioperative nurses, our facility partnered with New York University Rory Meyers College of Nursing (NYURMCON) to establish a two-week Perioperative Immersion Program. The program incorporates both didactic and practical clinical applications and experiences.

Goals

- Increase graduating students' interest in perioperative nursing.
- Create an internal pool of eligible candidates from which to recruit.
- Recruit at least 25% into the perioperative training program.

Methodology

The following three-phase methodology was used to develop the Perioperative Immersion Program:

Phase I: Assessment

- Brainstorming: Selected nursing leaders and nurse educators explored ideas.
- cursory review of literature to identify solutions.
- Development of proposal.

Phase II: Planning

- Initial meeting with the NYURMCON to share the vision and get buy in.
- In-depth review of literature and AORN engagement.
- Initial development of program outline and identification of resources.

Phase III: Development

- A series of meetings were held with the Dean for the undergraduate BSN program to further develop and finalize the program.
- Eligibility criteria to apply to the program established:
 - ✓ Last semester BSN students who have successfully completed the three credit academic perioperative nursing course.
 - ✓ GPA of 3.5 with good academic standing.
 - ✓ Have a real interest in perioperative nursing.

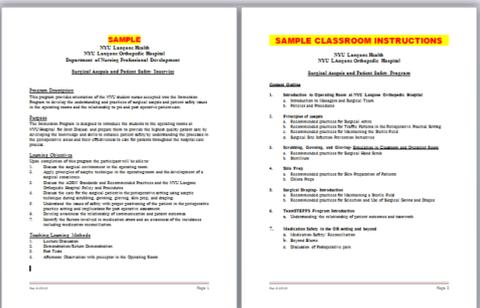
Application process established: To apply to the program, a student must meet the eligibility criteria and submit a one page essay supporting his/her interest in perioperative nursing. Candidates are selected by the NYURMCON.

Methodology

- Marketing process established:
 - Educators and practice leaders visit with the students at NYURMCON during the first/second week of the three credit academic perioperative nursing course.
 - Nurse Recruiters promote the program during career fairs at the NYURMCON.

Phase IV: Implementation

- **Each group consists** of 12 students (assigned to either the North (Tisch Hospital) and South (Hospital for Joint Diseases).
- **Length of Program:** 10 Days
- **Clinical Rotations:** Anesthesia, Central Sterile, PAT, Holding Room, OR, PACU.



SAMPLE
NYU Langone Health
NYU Langone Orthopedic Hospital

Perioperative Immersion Program Rotation Schedule

This program will further expand your knowledge and skills through a guided preceptorship model with a special focus on the following areas: Preadmission Testing (PAT), Pre-Operative Holding Room, the Operating Room (OR), Anesthesia and the Post Anesthesia Care Unit (PACU).

- PAT: 8:00 a.m. – 6:00 pm
- Pre-Operative Holding Room: 7:00 a.m. – 5:00 pm
- OR: 6:30-5:00 (Circulate, Scrub, with anesthesia and Central Sterile Processing (CSP) for all cases)
- PACU: 8:00 a.m. – 6:00 pm

*NOTE: The One-Day Didactic will be on Wednesday, January 2, 2018 at 8:30 at NYU LQH

CLINICAL ROTATION SCHEDULE

Names	Email address	1/2	1/4	1/3	1/16	1/17	1/19
1. Vanessa Mejia	Vm1328@nyu.edu	PAT	PreOP	DR	PACU	DR	PACU
2. Menggen Murphy	mm1410@nyu.edu	PreOP	DR	PACU	PAT	DR	PACU
3. Katherine Murtezaeva	Km3379@nyu.edu	PreOp	OR	PACU	PAT	DR	PACU
4. Elizabeth Ruggieri	Er1414@nyu.edu	DR	PACU	DR	PreOp	DR	PACU
5. Deborah Shifren	Ds1440@nyu.edu	DR	PACU	PAT	DR	PACU	PreOp
6. Xibei Sun	Xs7280@nyu.edu	DR	PACU	PreOP	OR	PACU	PAT

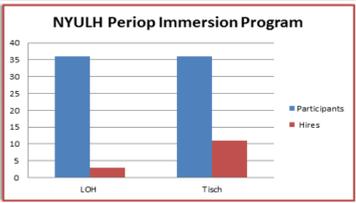
KEY:
S = Scrub
C = Circulate
A = Anesthesia
CSP = Central Sterile Processing

Results



- **72 Students** have completed the program to date.
- Feedback indicates positive experiences and a better understanding of the complexities of perioperative nursing.

NYULMC Periop Immersion Program		Total
Hospital	LOH	Tisch
Participants	36	36
Hires	3	11



NYULMC Periop Immersion Program Costs Savings

Expenditure	Total Hires	Cost per Hire for 1/4 Page Ad	Grand Total
Advertising Cost 1/4 paged Ad	14	\$5,000	\$ 70,000.00
Cost per Travel RN	14	\$73,000	\$ 1,022,000.00

One Immersion Student Wrote: "This two-week program allowed me to gain invaluable experience and insight and I can now say with conviction, that I will be making the right decision to begin my career as a perioperative nurse. The knowledge I have gained during this experience has been invaluable and will follow me throughout my career as a nurse. . ."

Implications

It is essential for both academic and practice settings to work collaboratively to create robust learning opportunities that will facilitate a smooth transition for students to the perioperative clinical setting. This can be accomplished through an interprofessional partnership that is mission driven and strategically focused on creating the future perioperative nurse.



Future Plans

- Continue to refine the program by establishing formal program standards
- Continue to evaluate ROI
- Publication
- Apply model to the Ambulatory setting

Conclusions

- The immersion program provides a useful and practical framework that can be applied to other organizations faced with recruitment and training challenges in the perioperative environment.
- Innovative programs such as this immersion program can provide a venue for recruitable candidates thereby reducing the cost associated with recruitment activities (such as advertisement and search agencies) and orientation/training.
- The model can be applied to other areas such as the ambulatory setting.