Background:
• The Department of Advanced Practice has developed key strategic initiatives which incorporate the organizational mission.
• The goal of these initiatives is to ensure that the Advanced Practice Providers (APPs - advanced practice nurses, physician’s assistants and anesthesia assistants) are prepared to effectively implement their role into practice.
• One key initiative is the implementation of a comprehensive centralized orientation for all newly hired APPs.

Objective:
• Develop and implement a centralized orientation for newly hired APPs

Methods/Design:
• Provision of quarterly didactic live educational and simulation sessions for all newly hired APPs.
• Quarterly didactic sessions include the following live presentations:
  1. Medication Safety;
  2. Revenue Integrity (billing basics);
  3. Coding and Documentation Information;
  4. PEWS and the Decompensating Patient
  5. General Overview of Organizational APPs and Resources
• Simulation sessions include:
  1. Didactic education
  2. Demonstration and practice of basic airway management skills
  3. Code cart review
  4. Simulation of a decompensating pediatric patient
• Pre and post evaluations of presented didactic content to determine usefulness of information for newly hired staff.
• Pre and post confidence evaluations and a debrief evaluation for the skills and simulation sessions.

Results:

Didactic Sessions:
7 didactic sessions/ 33 participants.
• 42% of participants strongly agreed and 54% agreed that the APP orientation was effective and preparatory for their role overall.
• 100 of participants agreed the APP welcome and overview information was useful.
• 20 participants commented that the billing and/or coding education was the most valuable part of the didactic orientation and 2 participants reported all the topics were helpful.

Simulation Sessions:
5 simulation sessions/ 19 participants
• Overall, there was evidence of increased confidence after the simulation and skills session completion.
• Specific areas evaluated included: appropriately intervening for a child in distress and confidence in finding emergency equipment.
• 89% of the participants reported the session provided a realistic and practical learning experience.
• All participants agreed the simulation session enhanced their ability to perform as a first responder to a child in distress.

Conclusions:
Evaluations of the new centralized APP orientation program point to it being a useful and informative program for newly hired APPs.