Utilizing Simulation and Experiential Learning
To Make Onboarding Newly Hired Nursing Staff Fun and Engaging

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Background
- Training and retaining nursing staff is a challenge with up to 60% of new graduates quitting in their first year of practice.
- Evidence has shown that simulation is a useful tool in teaching because it provides a safe and engaging environment for learning.
- New graduate nurses and nurses with no acute care experience form the majority of newly hired nurses on the medical surgical units.

Purpose
- Incorporate simulation and experiential learning into the onboarding process
- Engage newly hired nurses in learning activities
- Increase satisfaction with the onboarding process
- Increase confidence in nursing practice

Methods
- Bandura’s theory of Self Efficacy
- Conduct all onboarding in the simulation lab
- Hands on practice with all equipment
- Survey Monkey for evaluation

Implications for Practice
- “Going to the simulation lab was the best part of the onboarding process”
- Simulation has been shown to be a valuable tool in our onboarding process
- New ways of incorporating various forms of simulation in the onboarding process are being explored

Results/ Outcomes

My Experience in the SIM Lab Contributed to my Preparation for Safe Nursing Practice
- Yes: 90%
- No: 10%

I Feel More Confident in my Nursing Practice after On-Boarding in the SIM Lab
- Yes: 88%
- No: 12%

Conclusion
- Newly hired nursing staff are satisfied with the use of simulation in the onboarding process
- Utilizing simulation in the onboarding process increases both confidence and confidence in nursing practice.

References