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## From nurse to nurse practitioner: How to ensure a successful role transition and orientation for new providers in the ICU

Tamra Langley, Kevin Hatton and Amy Di Lorenzo  
University of Kentucky, USA

As the role of advanced practice registered nurses (APRN) expands to include increasingly complex patient care within the intensive care unit, the educational needs of these providers must also be expanded. In order to ensure effective training for APRN, utilizing the most time-conscious approach, a structured curriculum was developed and integrated within the standard orientation and on-boarding process. This curriculum design incorporated measurable learning goals, objective assessments of phased goal achievements, and opportunities for remediation. The overall curriculum has three distinct phases with distinct goals and assessments for each phase. Phase I covers basic triage and resuscitation issues for acutely decompensating patients. Phase II covers general critical care principles in significantly greater depth. Phase III provides detailed experience and exposure to the specific ICU patient population and environment for which the APP will be working. Each of these phases incorporates relevant reading assignments from applicable textbooks and published literature, as well as a multiple-choice question post-test to demonstrate knowledge acquisition. In addition, Phase II and III include an oral exam incorporating hypothetical patient scenarios to allow the learner to demonstrate comprehension and appropriate application of the goals for each phase. Each phase lasts approximately 4 to 8 weeks with the stated expectation that the entire orientation curriculum to be completed within the first six months of employment. In addition to the educational curriculum, phases I and II include preceptorship with a more senior APRN and the opportunity to provide care for a progressively increasing number of patients.

### Biography

Tamra Langley has completed her MSN from Northern Kentucky University in Highland Heights Kentucky. She is an Advanced Practice Provider Supervisor for Critical Care Medicine at the University of Kentucky in Lexington, KY. In addition, she also serves as Clinical Faculty at the University Of Kentucky College of Nursing and is a Board Member for the Brain Injury Alliance of Kentucky.

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