

Purpose

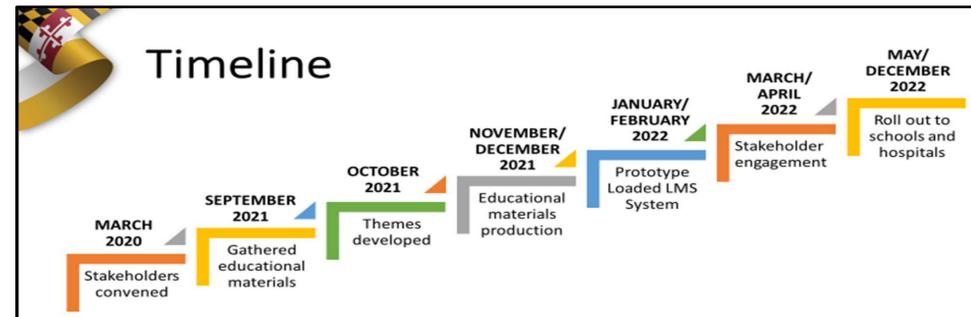
The purpose of this project is to create a standardized onboarding education training for prelicensure nursing students in Maryland attending clinical rotations at Maryland hospitals.

The standardized education is intended to:

1. Decrease redundant educational trainings
2. Meet state, federal and accreditation requirements
3. Decrease the number of trainings required
4. Create more efficient document review
5. Streamline compliance reporting
6. Improve process for updating training education

Background

The COVID 19 pandemic reinvigorated the conversation among Maryland nursing schools and hospitals about a standardized onboarding education training for nursing students. Traditionally students are required to complete educational materials before onboarding to each healthcare facility. The process requires each student to complete hours of documentation which is reviewed manually for completeness by schools and healthcare facilities. Depending on the nursing program, students can repeat the process up to 4 times every year resulting in a significant administrative burden on students, schools and hospitals. This project would improve the onboarding process by saving time and valuable resources.



Literature Review

Student onboarding to clinical settings is a challenge for nursing and other health professions due to the:

- Increased demand for student placements ²
- Increased regulatory and legal requirements ^{1,3}
- Increased documentation ²
- Increased the administrative burden on an often, overburdened staff ³
- Standardized onboarding training is one solution that has worked ^{3,4}

Methods



Universal Education Trainings

Corporate Compliance and Code of Conduct
Cultural Competency and Respect
Hospital Acquired Conditions and HCAHPS
Infection Control and Exposure Prevention
Patient Bill of Rights and Responsibilities
Patient Confidentiality, HIPAA and PHI
PPE and Transmission Based Precautions

Actual and Potential Outcomes

Actual Outcomes

- Successful consensus building and collaboration between 20 schools of nursing and hospitals
- Seven standardized onboarding education trainings available for use throughout the state of Maryland
- Compliance with regulatory and legal requirements

Potential Outcomes

- More timely onboarding of students
- Decrease risk of error
- More efficient data management and retrieval

Conclusions

Student onboarding to clinical settings is a complex process that can be simplified by using standardized education trainings. Although time consuming, nursing schools and hospitals can work together to improve the onboarding process.

References



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