

Transition Programs

PURPOSE | It is increasingly important to hire second-round choices into a transition program. As graduates apply for roles, they focus heavily on working in the ICU. While we can only accommodate a small number of those that apply, we often find strong candidates we can't orient at that time.



PROCESS

1. Pair an Acute Care Unit with an Intermediate or ICU.
2. Identify how many you can adequately accommodate in those areas (must be in pairs – i.e., 2 or 4).
3. Budget for 0.9 in the medical surgical unit and 0.9 in the transition budget for the two individuals.
4. Each transition nurse orients and works on the acute unit for six months, cementing their skills.
5. Six-month evaluation with the unit's nursing leader/preceptor or educator to discuss readiness to prepare for the ICU orientation.
6. ICU orientation is planned between Graduate Nurse hires (typically shorter than a new graduate's orientation to the ICU).
7. Once both pairs have been oriented, they spend rotating months in the ICU and acute care.
8. They then have the option to stay in this role or transition to the ICU when an opening occurs.

OUTCOMES

- Hiring more graduates to fill positions.
- Leveraging the ICU requests for positions.
- Over-hiring in the Medical Surgical areas, assisting with their high turnover.
- The ability to have trained RNs prepared to practice at a higher level.
- Decreased dependency on travelers.