Accelerated Critical Care Certificate Program

An Innovative Recruitment Strategy

Claire Wilkinson RN, BScN, MN; Kimberly Macias RN, BScN, MN (C); Justin Moreno RN, BScN, M (C); Ronak Gandhi RN, BScN, MN; Suzi Laj RN, BN, MHS, CNCC (C), CCN (C); Cecile Marville–Williams RN, BScN, MA, CHE; Janice Yu RN, BScN, MN; Derek Hutchinson RN, BScN, MN; Jennifer Yoon RN, BScN, MN (QI/PS), PhD Student



Lessons Learned

Hiring new graduate RNs into the ICU successfully increased staffing levels. However, successful transition is dependent on providing adequate support to students.



Description

With the pandemic and current health care climate, recruitment of Intensive Care Unit (ICU) Registered Nurses (RN) has become challenging. Humber River Hospital's (HRH) ICU identified a new, creative way to recruit by targeting new graduate nurses. In September 2021, HRH collaborated with Toronto Metropolitan University to identify highperforming nursing students with an interest in critical care. After completing two semesters of clinical placements in the ICU, these students were recruited to join the department after graduation. The Accelerated Critical Care Certificate Program (ACCCP) was developed to support these students with their transition into independent nursing practice.

(HRH) Student Transition to ICU RN																											
	Display Week: 1				Apr 11, 2022			Apr 18, 2022		Ap	Apr 25, 2022		May 2, 2022		2	May 9, 2022		May 16, 2022		022	May 23, 2022		022	May 3		2022	J 5 6 7
TASK	details	START	END	M T V	/ T F	FS	s м т	W T	F S S	мт	V T F	s s M	4 T W	TF	s s m	T W T	FS	ы м т	W T F	S S	мтν	/ T F	ss	мт	W T	FS	s м т
Role at HRH	mandatory check-ins throughout																										
Student Nurse	completes placement in ICU (total 8mo)	9/1/21	5/1/22		x				x		•																
Graduate Nurse Extern	paid full-time hours for work/study negotiable start date	5/2/22	7/15/22																								
Temporary RN	paid full-time hours for work/study 1mo Med/Surg orientation + 2mo ICU clinical	6/13/22	9/30/22																								
ICU Clinical	supernumerary, BN Scope (min 2shifts/2wks) when not completing Med/Surg	7/18/22	10/2/22																								
Registered Nurse	General Class	10/1/22	10/31/22																								
CNO Registration/NCLEX																											
CNO notified of eligible candidates	communication sent by Ryerson	4/20/22	4/30/22																								
Process for Temporary Registration	other CNO requirements: Criminal Record Check, Jurisprudence Exam, etc	5/1/22	7/15/22																								
Eligible for NCLEX	register and write exam	7/4/22	9/30/22																								
	Fridays 0800-1130 content requests submitted by Wednesdays 0800	5/13/22	9/23/22														o		o			o				0	
Process Registration	upon successful completion of NCLEX	10/1/22	10/31/22																								
Durham Critical Care Prog	gram																										
Theory	6 courses; failure to meet 2 consecutive deadlines results in program expulsion	5/9/22	10/30/22												•		1	ĸ									
Simulations	4 days (onsite); failure to pass simulation exam x2 results in program expulsion	10/3/22	10/20/22																								
Placement Hours	supernumerary, aligned with preceptor (min 5shifts/2wks; 10 placement shifts total)	10/3/22	10/30/22																								
	Fridays 1230-1600 content requests submitted by Wednesdays 0800	5/13/22	10/28/22														0		o			o				o	

Figure 1. Outline of plan to transition students to ICU RNs.

External New Hires in the ICU (September 2021-September 2022)

Actions Taken

The ACCCP included:

- Support Sessions: Provided 10 education sessions covering content related to NCLEX preparation and specific ICU skills.
- Durham College's Critical Care Program:
 Sponsored and facilitated students through this program, which included on site simulations and placements.
- Clinical Shifts: Organized mentored clinical shifts for students to develop critical care competencies.



Figure 2. Number of external RNs hired to join the ICU at HRH per month from September 2021 to September 2022.

Summary of Results

Overall, the ACCCP was a success as 31 nurses were recruited in a 3-month period compared to the 19 external hires over the previous 12-month period. Given the success of this program, it will be offered on a yearly basis. In September 2022, 35 new students started their undergraduate clinical placements in the ICU, many of whom have shown interest in participating in the ACCCP upon graduation.



Figure 3. Group photo of HRH's first cohort of participants in the ACCCP.