

Accelerated Critical Care Certificate Program

An Innovative Recruitment Strategy



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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 high-performing 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.

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.

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.

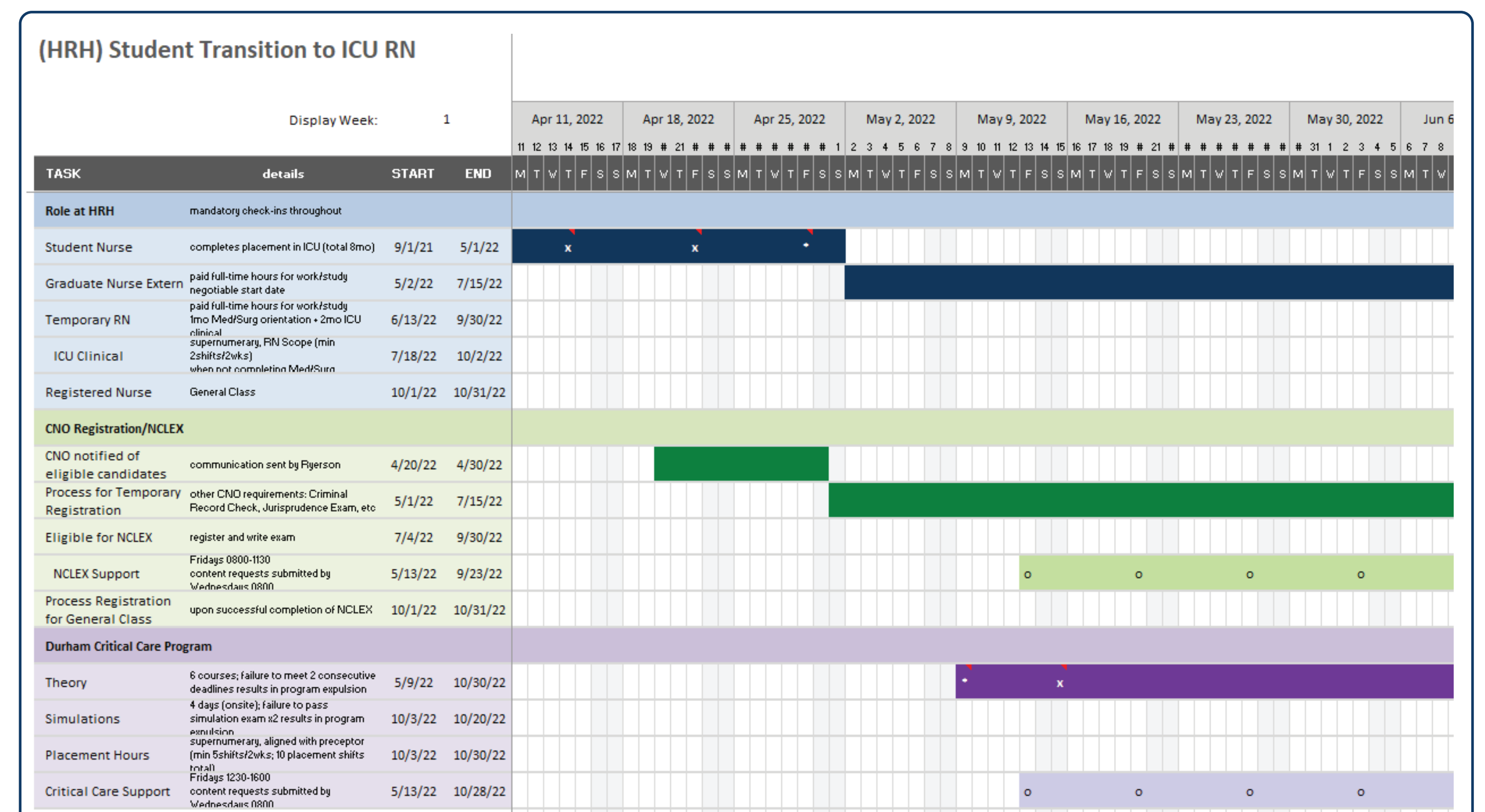


Figure 1. Outline of plan to transition students to ICU RNs.

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

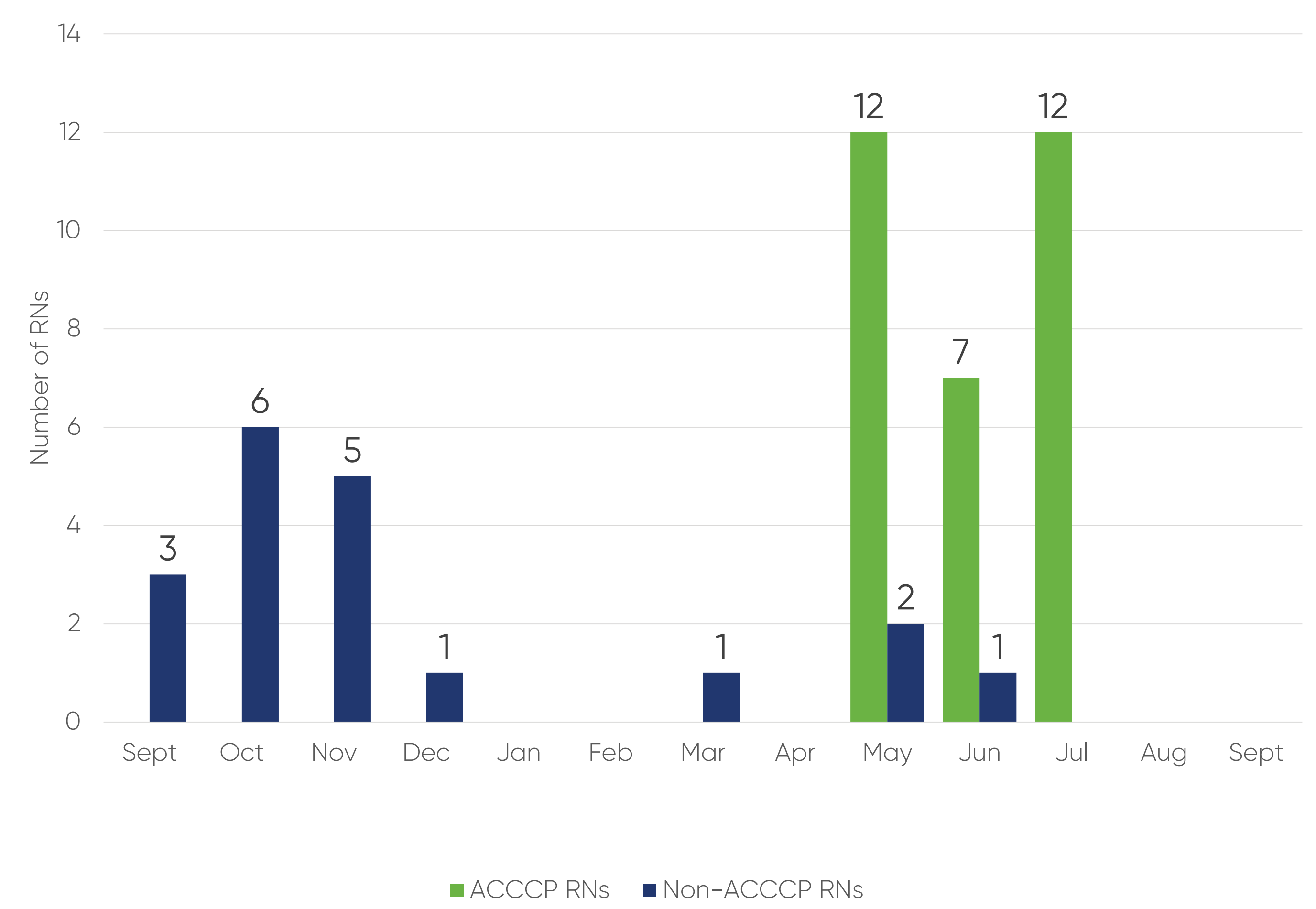


Figure 2. Number of external RNs hired to join the ICU at HRH per month from September 2021 to September 2022.



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