

# Preparing New Graduate Nurses through an Accelerated Critical Care Certificate Program (ACCCP)



Janice Yu RN, BScN, MN; Claire Wilkinson RN, BScN, MN; Kimberly Macias RN, BScN, MN(c); Justin Moreno RN, BScN, MN(c); Joanna Chen RN, BScN, MN(c); Vanessa Petrilli RN, BScN; Jennifer Cao RN, BScN, BSc, CCRN, MScN(c); Christina Yu RN, BScN; Diane Cochol RN, CCRN; Vivian Dudoc RN, BScN; Mariekris Albano, BBA; Cecile Marville-Williams RN, BScN, MA, CHE; Derek Hutchinson RN, BScN, MN; Jennifer Yoon RN, BScN, MN (QI/PS), PhD Student; Ahmad Rustami RN, BScN; Alicia Bujok RN, BScN; Aphinayaa Thiruchchelvarajah BScN; Beatrice Javier RN, BScN; Carla Marie Pobadora RN, BScN; Charlene Magsombol BScN; Crystal Tse RN, BScN; Cynthia Anenih RPN, BScN; Desiree Fernandes RN, BScN; Eullyssa Lazado RN, BScN; Farhana Islam RN, BScN; Hyunsuk Oh RN, BScN; Jennifer Tran RN, BScN; Joshua Malunay RN, BScN; Joyce Song RN, BScN; Junwon Seo RN, BScN; Lili Dong RN, BScN; Madison Dias RN, BScN; Marie Johanna Tolentino RN, BScN; Marie Kryslle Tapia BScN; Mechaela Calixtro RN, BScN; Mya Davidson BScN; Nadia Bharosi RN, BScN; Nicole Andreana Sanchez RN, BScN; Paul Leung RN, BScN; Peter Kourous RN, BScN; Qing Lin (Rick) Teng RN, BScN; Radu Gilea RN, BScN; Riikka-Vineta Savoia RN, BScN; Rose Ann Justo RN, BScN; Sarah Ly RN, BScN; Shaleen Isaac RN, BScN; Soumyamol Varghese RPN, BScN; Suheilah Sharif RN, BScN; Taylor Liou RN, BScN; Vanessa Glee Daquipil RN, BScN; Yan Jiang RN, BScN



## Lessons Learned

- Topics were chosen by students.
- Small-group simulations best facilitated critical thinking skill development.
- Students reported increased engagement when completing interactive activities.
- The large content volume and heavy participant workload should be taken into consideration during future planning.

## Description

To practice in critical care, nurses are traditionally required to have six months of nursing experience and an accredited Critical Care Certificate. As nursing shortages increase, Humber River Hospital began to recruit newly graduated nursing students without prior experience, fostering their critical care nursing education through a new program known as the ACCCP. Students in the ACCCP were required to complete their Critical Care Certificate while attending support sessions. To supplement Registered Nursing experience, ACCCP support sessions included various activities designed to strengthen student understanding and application of critical care concepts.

## Actions Taken

- Plan-Do-Study-Act cycles were used to structure ACCCP support sessions and develop content centered around students' learning needs.
- Activities included: skills labs, care scenarios, simulations, discussion topics, etc.
- Ten support sessions were held over five months. Students were surveyed to evaluate their experience and guide planning for the next session.

## Summary of Results

The ACCCP support sessions were found to be useful, with an overall rating of 4.3/5. Sessions were commonly described as informative and helpful. The most valued activities were simulations, skills labs, and guided learning activities, whereas didactic sessions received negative feedback. ACCCP support sessions also positively impacted students' progress in obtaining their Critical Care Certificate, as learned knowledge from sessions were applied during the program's Simulation Component.

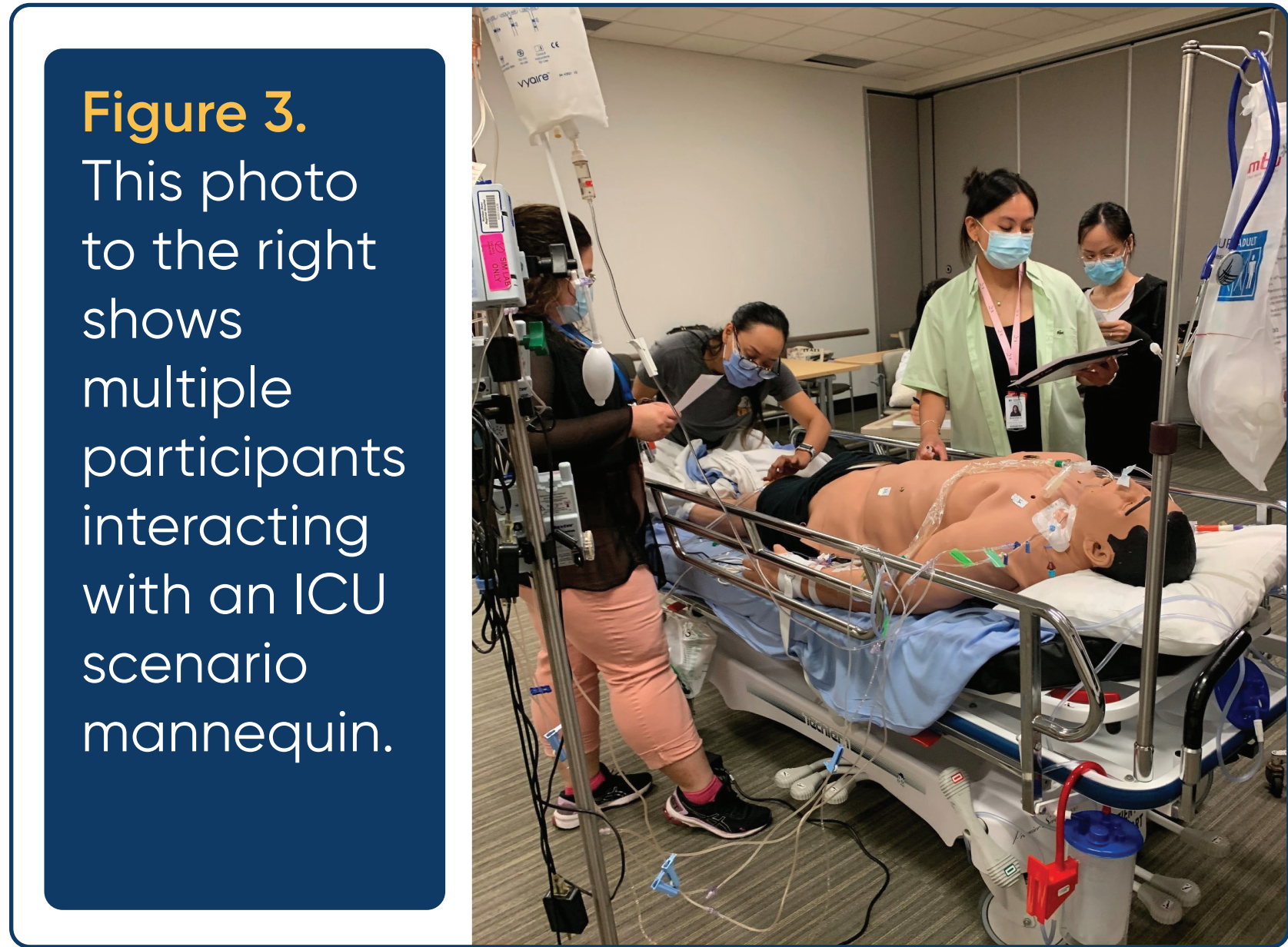
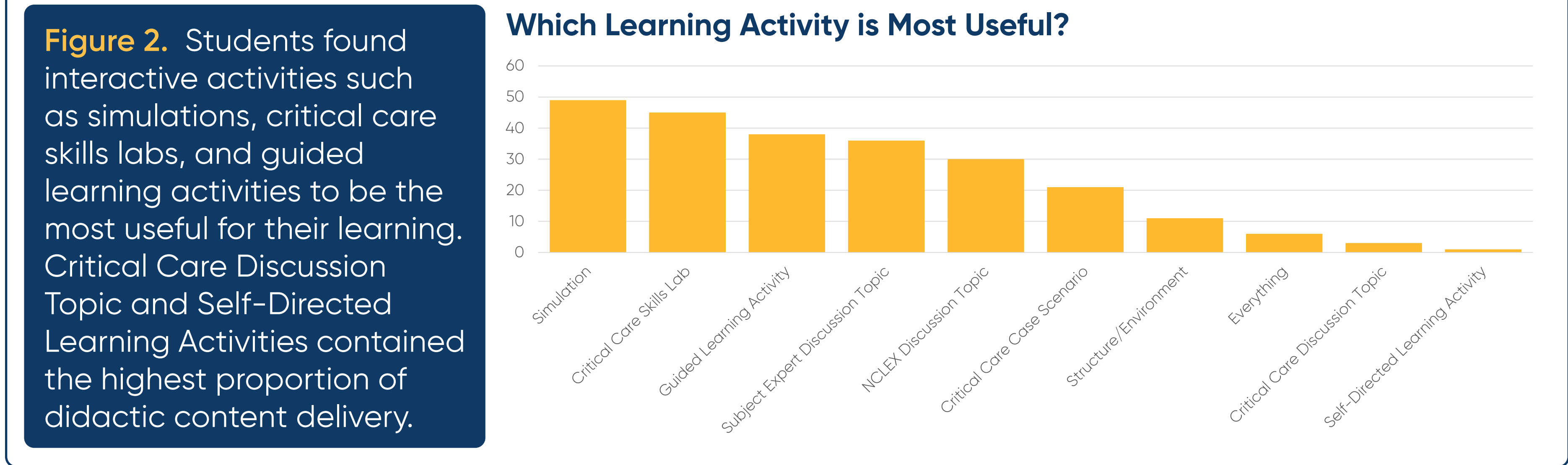
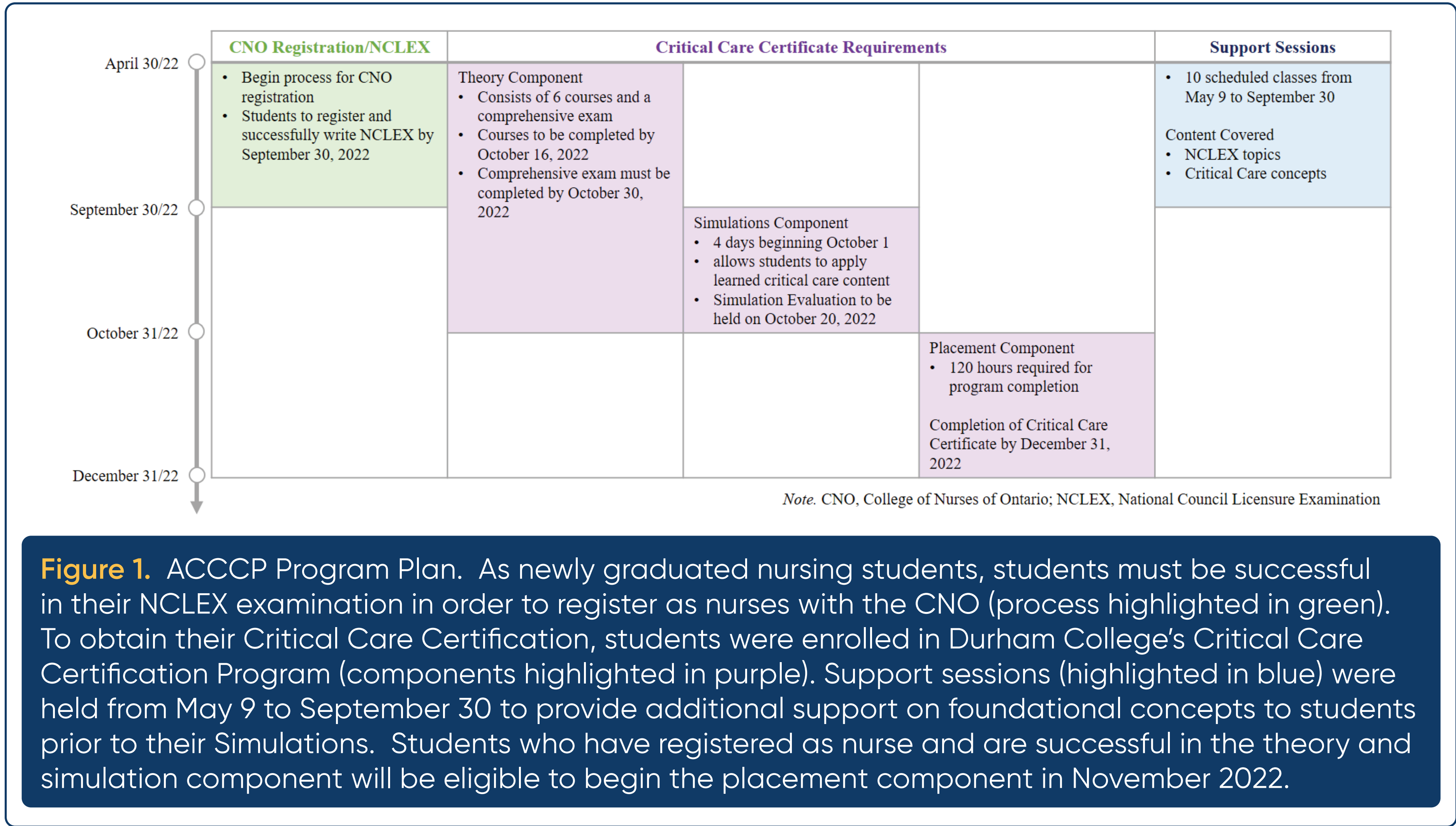


Figure 3. This photo to the right shows multiple participants interacting with an ICU scenario mannequin.



Figure 4. Group photo of HRH's first cohort of participants in the ACCCP.

Phase	PDSA Cycles Used	Actions Taken
Planning	9	<ul style="list-style-type: none"><li>■ Proposal drafted and presented to leadership stakeholders.</li><li>■ Designed ACCCP program plan to outline required components for critical care nursing practice.</li><li>■ Reviewed learning content to be covered in ACCCP support sessions.<ul style="list-style-type: none"><li>■ Room for revision based on students' learning needs.</li></ul></li><li>■ Designed Gantt Chart to outline timeline for ACCCP.</li><li>■ 5 Information Sessions held for prospective student.</li></ul>
Implementing	10	<ul style="list-style-type: none"><li>■ 10 support sessions held with a variety of learning activities:<ul style="list-style-type: none"><li>■ Simulations on both foundational and critical care scenarios.</li><li>■ Critical skills labs allowed to students to practice hands-on nursing skills.</li><li>■ Guided learning activities were usually in the form of collaborative games.</li><li>■ Discussion topics were tailored to NCLEX or Critical Care concepts. Subject experts were brought in when applicable.</li><li>■ Case scenarios were centered around real-life cases seen in critical care.</li><li>■ Self-direct learning activities included case studies and worksheets.</li></ul></li><li>■ Content covered was tailored to support students at various stages.<ul style="list-style-type: none"><li>■ NCLEX discussion topics were more relevant initially when students prepared for their registration exams</li><li>■ In later sessions, students appreciated covering critical care content in preparation for independent nursing practice.</li></ul></li><li>■ Students were asked after each session to identify any unmet learning needs.</li><li>■ Surveys were also distributed after each session to evaluate student experience and guide future sessions.</li></ul>
Evaluating	In progress	<ul style="list-style-type: none"><li>■ Compile results from surveys to identify overall trends in student experience.</li><li>■ Findings to be shared with stakeholders and program gaps to be identified.</li></ul>
Preparing for the next cohort	In progress	<ul style="list-style-type: none"><li>■ Adjustments will be made to the ACCCP prior to recruiting next round of newly graduated students.</li></ul>

Table 1. A Plan-Do-Study-Act (PDSA) design and approach was used to implement the ACCCP. Actions taken and number of smaller PDSA cycles are outlined for each phase. Current evaluations for the program are under way and the next cohort of students eligible for the ACCCP will begin in May 2023.