Implementing a Virtual Orientation Process to Increase Nursing Student Placement Opportunities

Ida Grisoni; Diksha Baldota; Derek Hutchinson RN, BScN, MN; Jennifer Yoon RN, BScN, MSc (QI/PS), PhD Student; Debbie Martino RN, BScN, CAPM; The Digital Learning Team

Description
As an acute care hospital operating during the COVID-19 pandemic, Humber River Hospital (HRH) engaged with their academic partners and clinical staff to ensure continuous support for the education of nursing students. Through innovation and strategic planning, the Student Placement Department was able to facilitate and onboard an increased number of nursing students. The implementation of a virtual orientation process has maximized the efficiency, volume, and capacity of student onboarding while ensuring compliance with organizational expectations, policies and practices during the pandemic. Using these innovative methods, HRH was able to foster confidence in students and faculty while preparing students for placement.

Actions Taken
■ Implemented virtual orientation to allow for an increase in student volume, while complying with physical distancing restrictions.
■ Enabled all students and instructors to attend regardless of distance.
■ Designed e-learning modules to facilitate remote computer training for all students.
■ Surveys were conducted to evaluate process effectiveness.

Summary of Results
By implementing virtual orientation process in response to the pandemic, HRH on boarded an average of 191 more students every semester. 85% of students surveyed responded that they felt prepared for their upcoming placements. As virtual orientation has been successful, HRH has adopted this as standard of practice.

Lessons Learned
Historically, HRH has had limited spaces to support in person student orientation. By transitioning to virtual orientation, HRH has managed to facilitate increased volumes of student placements.