

Implementing a Virtual Orientation Process to Increase Nursing Student Placement Opportunities



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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.

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.

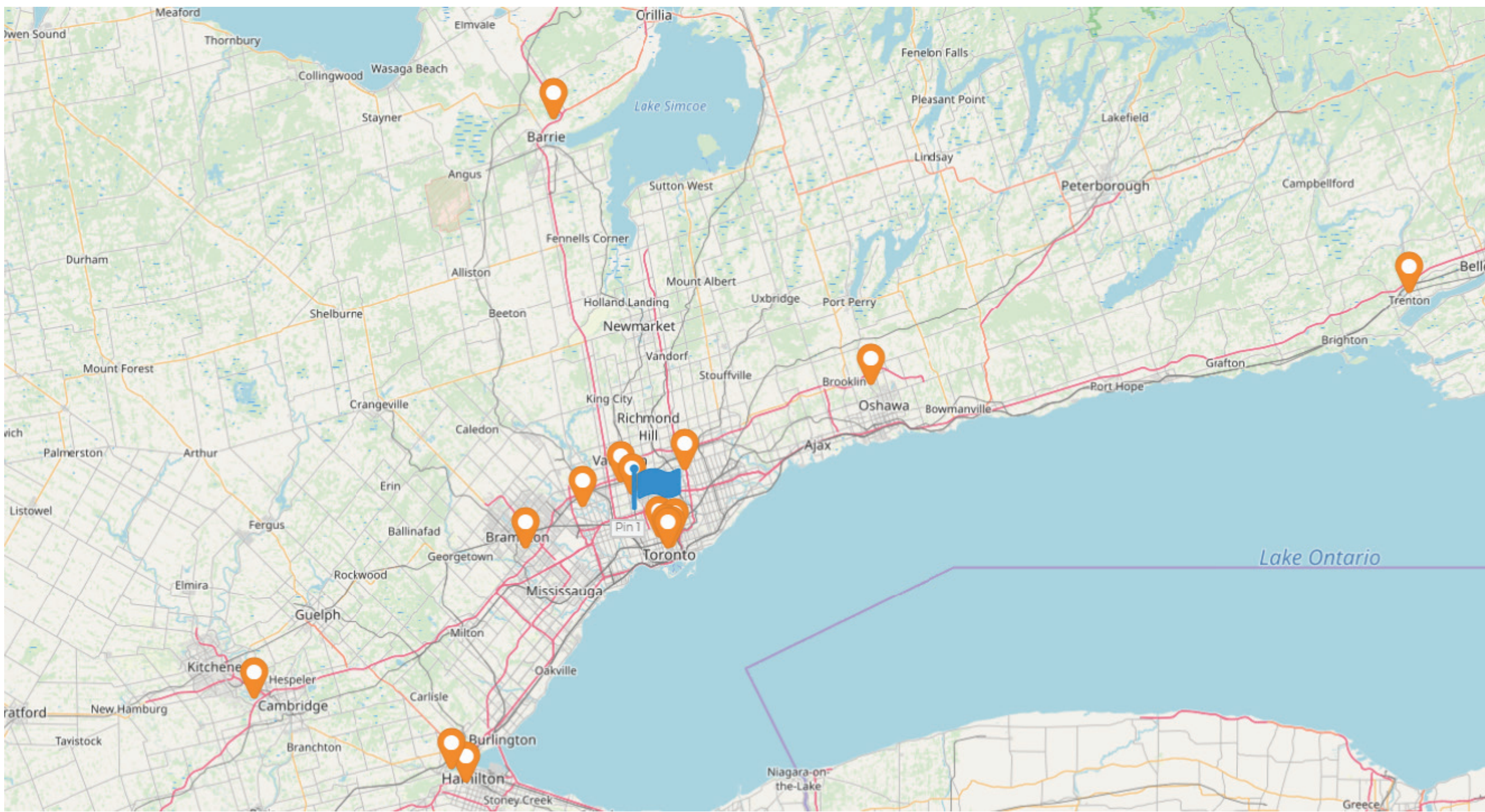


Figure 1. Map of Humber River Hospital in relation to some of its academic partners. Through virtual onboarding, travel time is eliminated and students are able to attend orientation and prepare for placement while complying with COVID-19 restrictions.

Number of Nursing Students per Semester

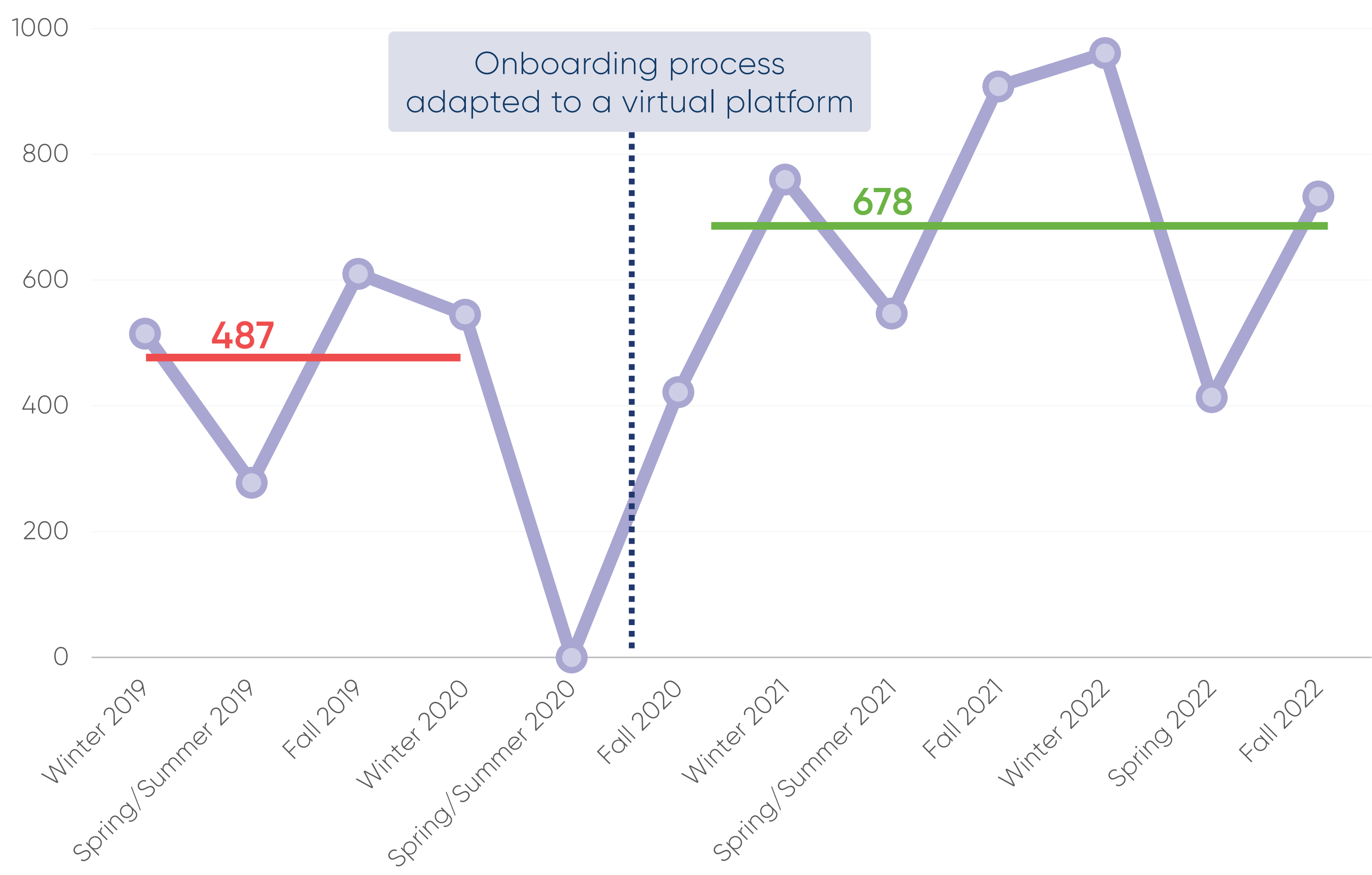


Figure 2. When comparing pre- and post-pandemic onboarding volumes, the implementation of the virtual onboarding process enabled the onboarding of 191 more students per semester. The spring/summer 2020 placements were cancelled due to the onset of the pandemic in March 2020. During this time, the onboarding process was adapted to a virtual platform to improve nursing student volumes beginning in Fall 2020.

I feel confident to start clinical placement at Humber River Hospital.

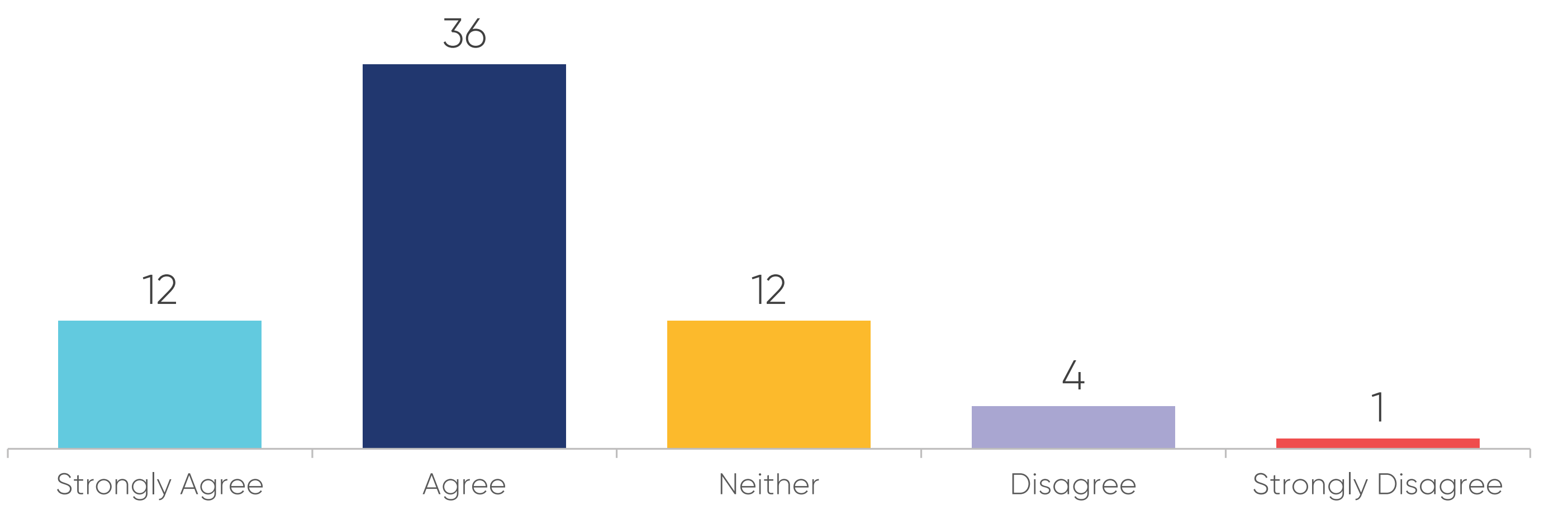


Figure 3. In the evaluation survey, 85% of students indicated that the virtual onboarding process prepared them for their upcoming placements. Additionally, 74% of students felt that this process boosted their confidence.