

CELEBRATING THE JOURNEY AND SUCCESS OF THE FIRST COHORT OF ACCCP NEW GRADUATE NURSES

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DESCRIPTION

In 2022, Humber River Health (HRH) collaborated with Toronto Metropolitan University (TMU) and Durham College to pioneer an innovative recruitment program tailored for nursing students in their fourth year. After completing two semesters of clinical placement in the ICU and upon graduation, students were offered the Accelerated Critical Care Certificate Program (ACCCP). The inaugural group of the ACCCP has successfully transitioned and almost completed one year of independent practice in the Intensive Care Unit (ICU). This unique group of nurses has shared their success stories and the factors that have facilitated their experience.

OBJECTIVE

To understand the experience of the first group of ACCCP nurses one year in.

ACTIONS TAKEN

- Connected with first group of ACCCP nurses to complete a qualitative survey focused on:
 - Lived experiences in the ICU
 - Continued journey as novice ICU RN at HRH.
- Out of the 29 ACCCP nurses, 17 were able to complete the survey.
- Qualitative analysis was conducted to identify common themes.
- Feedback from first group used to support development of next generation of ACCCP.

SUMMARY OF RESULTS

After one year, 29 of the 33 recruited continued their journey at HRH, highlighting an impressive 87% retention rate. From the survey, the overarching themes indicate teamwork and ongoing support from colleagues and leaders as the major facilitators for the nurses' smooth transition. Fostering a positive learning environment and strong mentorship provided by senior nurses were subthemes identified that supported their ongoing professional growth and learning. Anecdotal data also support the themes and the subthemes identified. Based on the qualitative analysis, continuous improvements are being made to support the next iteration of the ACCCP program.

LESSONS LEARNED

Fostering a continuous positive learning environment for novice nurses will support and promote their ongoing growth, professional development, and sustain the innovative retention initiative.



Figure 1.
Word cloud of survey responses.

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“The program provided an ideal transition environment for a novice RN.”

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Figure 2.
Peter from the 2022 ACCCP believes the program provided an ideal transition environment for a novice RN.

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“The HRH ICU leaders and colleagues provided a supportive learning environment for me to build my confidence as a novice RN.”

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Figure 3.
Yan states that the HRH ICU leaders and colleagues provided a supportive learning environment for her to build her confidence as a novice RN.