

STREAMLINING THE ACCEPTANCE OF STUDENT PLACEMENTS AT HUMBER RIVER HEALTH (HRH)

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DESCRIPTION

HRH is one of Canada's largest regional acute care hospitals impacted by the COVID-19 pandemic. Previously, Clinical Practice Leaders (CPLs) were responsible for accessing a central provincial network to accept student placements for their individual units. Competing CPL priorities would delay acceptances and impede student orientation planning. As patient acuity increased during the pandemic, HRH increased student placement opportunities to better support health human resource planning. Through strategic planning, the student affairs department developed a streamlined process for placement requests for the organization (Figure 1). This strategy improved the efficiency of planning orientation and assigning preceptors to students. Using this innovative method supported student affairs in planning dates for computer training sessions and virtual orientation well in advance.

OBJECTIVE

Streamlining the placement request process to support increased student placements efficiently.

ACTIONS TAKEN

Student Affairs engaged with CPLs and Managers to ensure continuous support for learning and education each school semester. Meetings were held with unit leadership to obtain consistent and standardized student placement processes. Standardized placement capacities for each unit were established considering unit census, patient acuity, and availability of health human resources. This information is captured in a tool managed by Student Affairs to accept placements on behalf of HRH through HSPnet (Ontario's central placement network (Figure 2)).

SUMMARY OF RESULTS

By streamlining and standardizing the process for accepting placements, HRH was able to maintain and increase the number of student placements by 748 students per year on average (Figure 3). CPLs and Student Affairs are now seamlessly manage and proactively prepare for upcoming student cohorts.

LESSONS LEARNED

Standardizing the student acceptance process increased organizational student capacity and supported staff during the pandemic.

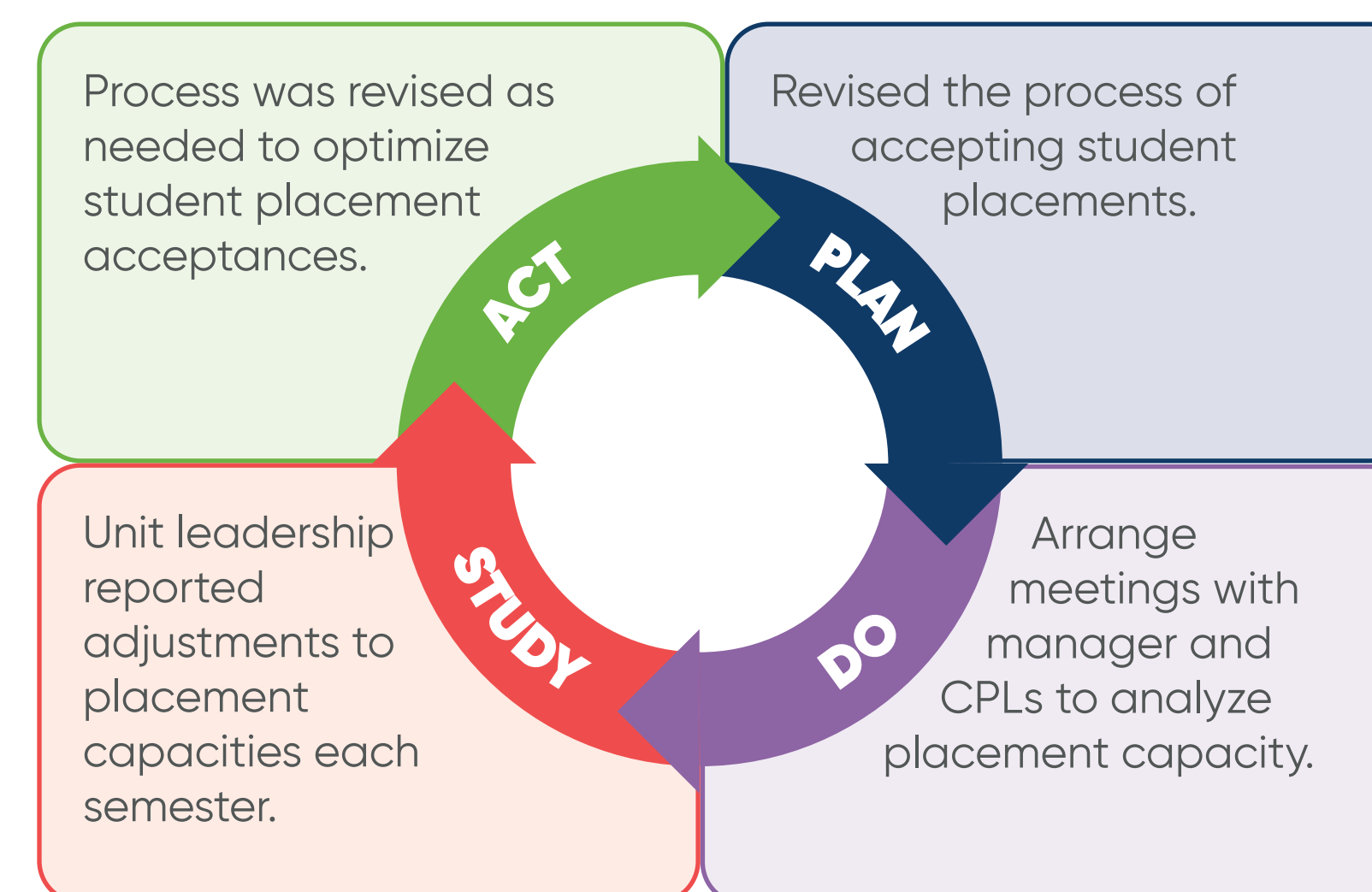


Figure 1. PDSA cycle outlining the streamlined process for accepting student placements. This has been adopted as a standard of practice at HRH.

Preceptor Placements	
Units	Total Placements
DEC	2
10E-Surg	5
10W-Surg	5
11E-Surg	5
11W-Surg	5
12E-Med	4
12W-Med	4
13E-Med	5
13W-Oncolo	4
14E-Med	5
4E-Birth	5
4E-NICU	2
4W-MomBaby	3
4W-Paedts	2
5AdultMHIP	1
6 E - RCC	8
7E-Cardio	4
7W-Cardio	4
8E-Resp	4
8W-Resp	5
9E-Neph	8
9W-Med	8
A2N - RCC	8
Bariatric	1
CancerClin	1
CardiacCli	1
Dialysis Wilson	4
Dialysis Church	2
ED	10
Endo	0
Foot Care	0
FractureCl	1
HealthyLiv	1
IPAC	1
MedDayCare	1
NRT	2
OccHealthS	1
OperatRoom	5
PACU	5
Paeds-OP	1
PlasticSCI	1
StrokePrev	0
Surg OP	2
SurgDayCen	5
SurgPreScr	0
Grand Total	151

Group Placements		
Units	# of Students	Days and Number of Groups
10E-Surg	40	5 groups M-F
11E-Surg	40	5 groups M-F
11W-Surg	40	5 groups M-F
12E-Med	40	5 groups M-F
12W-Med	40	5 groups M-F
13E-Med	40	5 groups M-F
13W-Oncolo	40	5 groups M-F
14E-Med	40	5 groups M-F
4W-MomBaby	18	3 groups of 6 students
5AdultMHIP	14	2 groups of 7 students
6 E - RCC	42	7 groups M-S of 6 students
7E-Cardio	40	5 groups M-F
7W-Cardio	40	5 groups M-F
8E-Resp	40	5 groups M-F
8W-Resp	40	5 groups M-F
9E-Neph	40	5 groups M-F
9W-Med	40	5 groups M-F
A2N - RCC	42	7 groups M-S of 6 students
Grand Total	676	

Figure 2. Tool capturing unit capacity for student placements are divided into Preceptors and Group placements. This list is updated prior to each semester to maximize student placements.

Figure 3. Prior to streamlining this process, 1284 student placements were accepted on average. After implementation, an average of 2032 student placements were accepted.

