

BACKGROUND & PROBLEM

We performed SWOT and Gap Analyses, which revealed the following:

- The existing orientation program was disorganized and inconsistent.
- Ongoing Education was not accessible to all staff members.
- Limited use of available technology to support education and engagement.

OBJECTIVE

Develop a standardized, accessible multimodal education model that promotes safe practice readiness and strengthens perioperative clinical confidence.

PROGRAM DESIGN

We developed a program with 2 phases:

1. **Onboarding & Orientation:** During this phase, learners are guided through a personalized yet structured orientation that prepares them for safe clinical practice.
2. **Continuing Education:** “On-U” Program: Once orientation is complete, learners continue to grow through a program that is “On-U”. Our learners are given the flexibility to engage with our educational offerings in whatever way matches their learning style and individual learning needs.

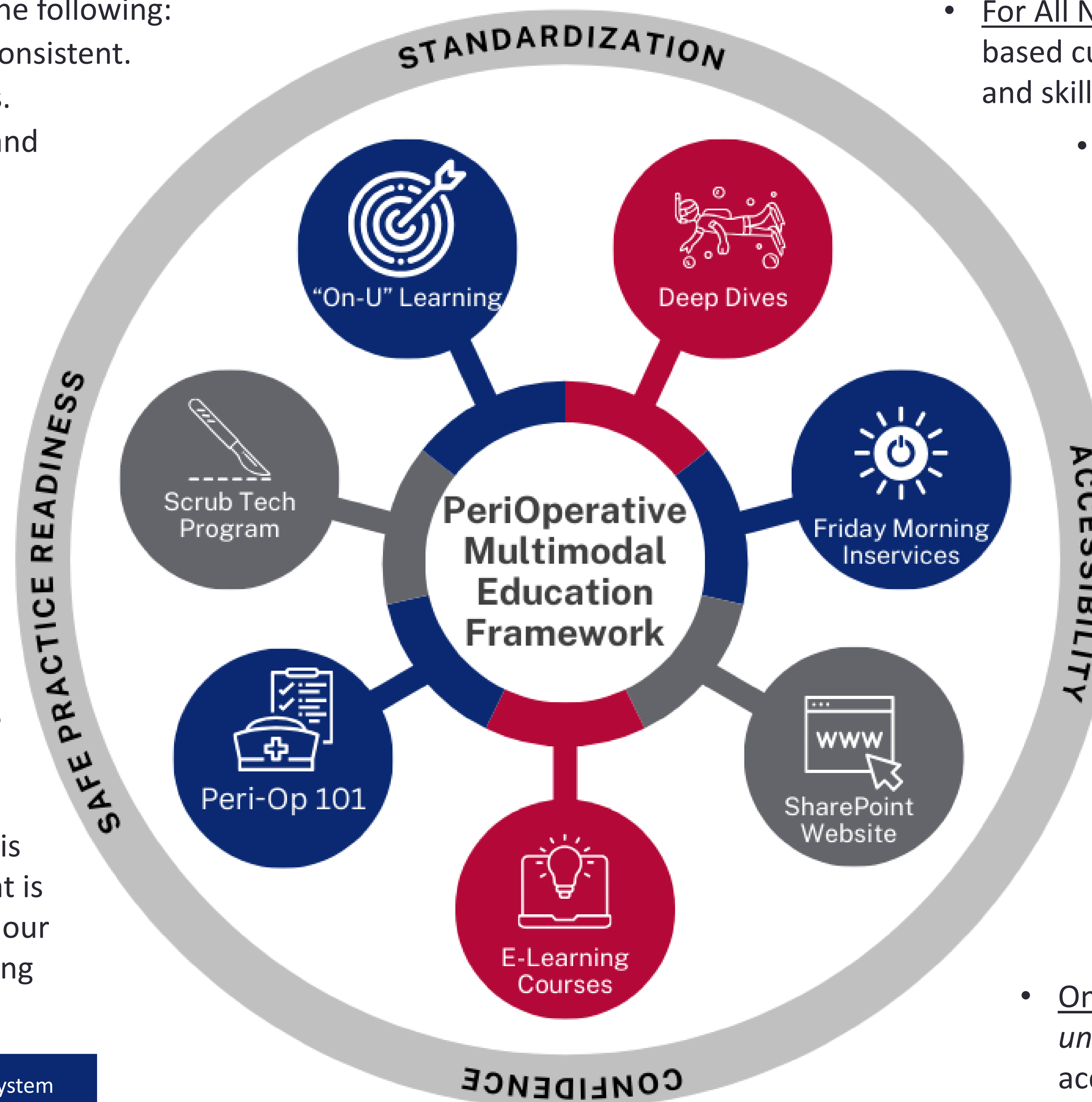


All education activities are documented in our Learning Management System (LMS), creating a single unified learning transcript that streamlines verification during regulatory visits.

OUTCOMES/IMPACT

- This highly structured approach enabled a rapid onboarding and orientation process, resulting in the elimination of dependence on agency RNs and Scrub Techs (STs).
- >75% average completion of e-learning modules.
- Informal feedback shows increased satisfaction with accessibility of educational resources.

FRAMEWORK



REFERENCES

AORN. (n.d.). *Periop 101: A core curriculum*. AORN. <https://www.aorn.org/education/periop-courses/periop-101-a-core-curriculum>

AORN. (2021). *Perioperative nursing: Scope and standards of practice* (4th ed.). Association of periOperative Registered Nurses.

AORN. (2024). *Guidelines for perioperative practice*. Association of periOperative Registered Nurses.

Quality and Safety Education for Nurses (QSEN). (n.d.). *QSEN competencies*. <https://qsen.org>

PHASE 1: ONBOARDING & ORIENTATION

- For All New-to-OR RNs: **Periop 101: A Core Curriculum**, an evidence-based curriculum developed by AORN to teach the essential knowledge and skills for safe perioperative practice.
 - For All New-to-Practice STs: **Scrub Tech Program**, a hybrid program using the MedCerts online curriculum along with hands-on training both in a classroom setting and in real surgeries. Prepares learners for the Tech in Surgery-Certified (TS-C) credential from the National Center for Competency Testing (NCCT).
 - For All Orientees: **Goal-Directed Orientation**, which uses a Quality and Safety Education (QSEN)-inspired Orientation Checklist and Goals Map that blends standardized essential skills and personalized orientation goals. Includes **Weekly Orientation Check-Ins**, where we discuss orientation progress and set goals for the following week.



Since program implementation, >48% of the existing staff have completed Phase 1 of this program and have entered Phase 2, demonstrating broad applicability and sustained engagement.

PHASE 2: CONTINUING EDUCATION

- **On-U Program:** Microlearnings that are delivered directly *on the unit*. They are optional to attend, so it's *on you* to engage according to your individual learning needs.
- **Deep Dives:** In-depth, hour-or-more training sessions with limited capacity to allow for meaningful discussion. Learners become *Designated Divers* on the subject matter.
- **Friday Morning Inservices:** The department opens 30 minutes late on Fridays to allow all staff to attend presentation-style inservices.
- **E-Learning:** All in-person offerings have a corresponding online module. The in-person trainings are typically optional, while the e-learning modules are required.
- **Microsoft SharePoint OR Site:** A living encyclopedia of educational materials, updates, and resources. Each inservice is filmed and uploaded to this site. Easily accessible on mobile via QR code and on desktop computers.