

Designing an Emergency Nursing Education Program Using Learning Design: Strengthening Early-Career Nurse Competence

About The Program



Overview

12-week hybrid education program designed to facilitate early-career nurses' transition into Emergency Department (ED) practice.

- Online learning
- Instructor-led virtual classroom

Facilitated clinical practice

Key Features

- 20 units / 88 learning modules organized by body systems
- Approximately 192 facilitated clinical hours
- Integrated academic learning with clinical preceptorship and departmental onboarding

Program Goal

Enable nurses to develop the cognitive, psychomotor, and affective competencies required to transition confidently into independent ED practice.

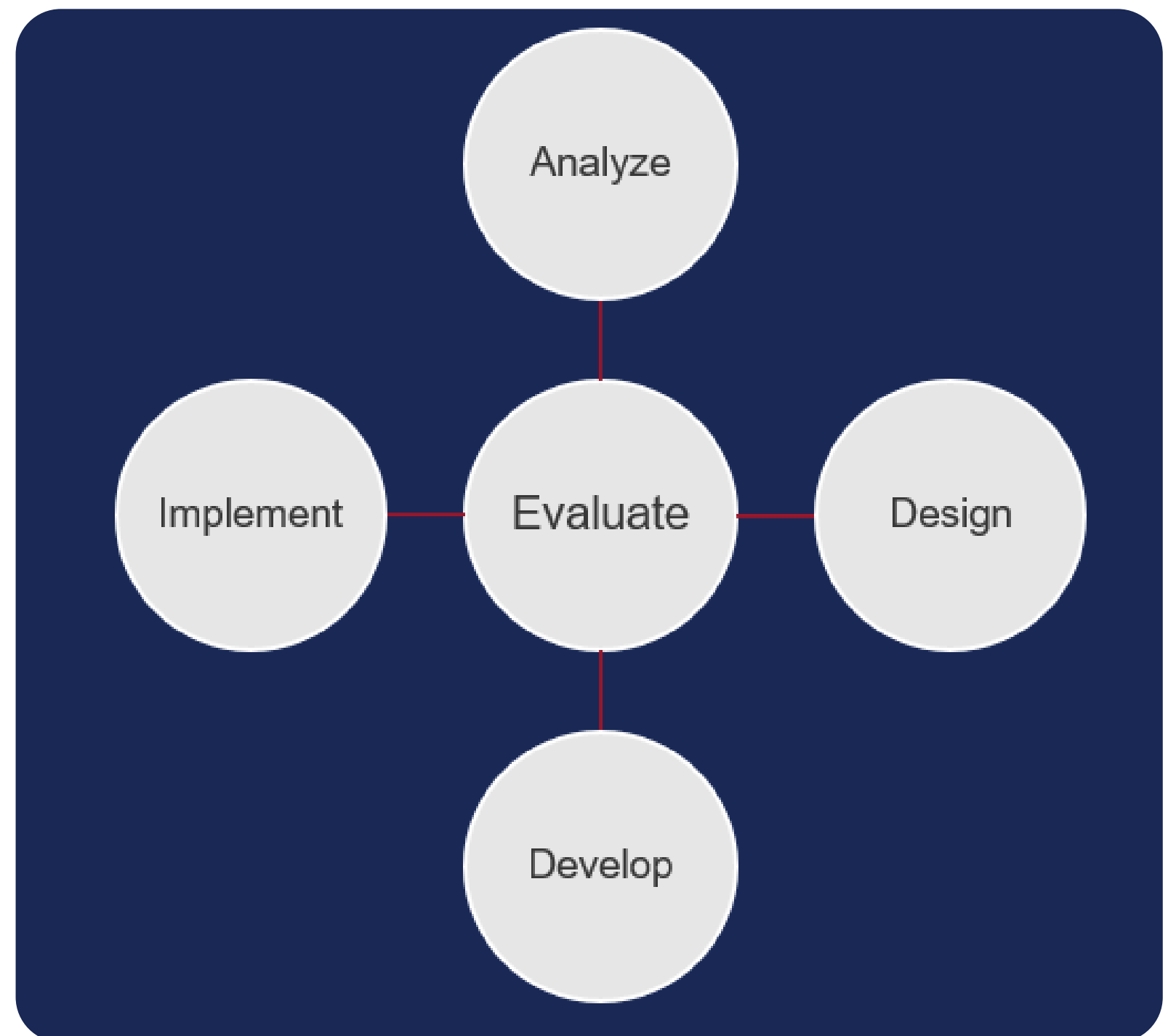
Educational Evidence

Educational Foundation

The EMNU curriculum is grounded in evidence-based education and professional standards, including:

- Benner's Novice to Expert, Adult Learning Principles, Kolb's Experiential Learning
- Competency-Based Education
- Alignment with NENA ED RN Standards and CNA Emergency Nursing Competencies

The program was systematically developed using the ADDIE learning design model:



Assessment & Evaluation

Emphasis on:

- Competencies - Knowledge, Skills, and Clinical Judgement
- Clinical Reasoning & Prioritization
- Communication
- Person- & Family-Centered
- Safety
- Collaboration

Why it Matters for Nurses: Transition to Practice



UHN Michener Site

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