

Empowering Today's Nursing Workforce: A Comprehensive Evaluation and Redesign of a Clinical Corporate Nursing Orientation Across a Healthcare Enterprise

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Background
The nursing landscape is changing post-pandemic:

- Fewer experienced nurses for precepting
- New grads with reduced clinical hours and more virtual practice
- Increasing number of new educators and leaders

Aim
Practice-Based Education at UHN aimed to revamp the previous program containing 28 sessions with learning design to create an engaging experience for nurses and healthcare professionals.

Current State Analysis
Our team reviewed the previous orientation using the *New World Kirkpatrick Model* using

1. Surveys at the end of the curriculum to obtain Level 1-Reaction (Figure 1) and Level 2 – Learning (Figure 2).
2. Interviews and observation to measure Level 3 – Behaviour (Table 3).

A more comprehensive evaluation of engagement, learning, and behaviour may be provided upon request.

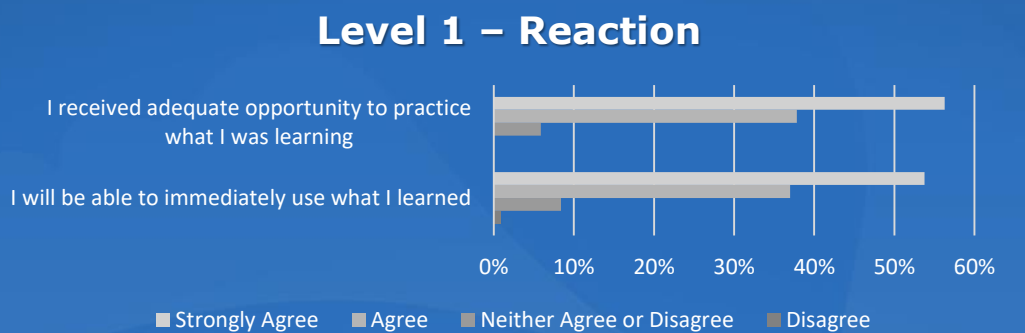


Figure 1

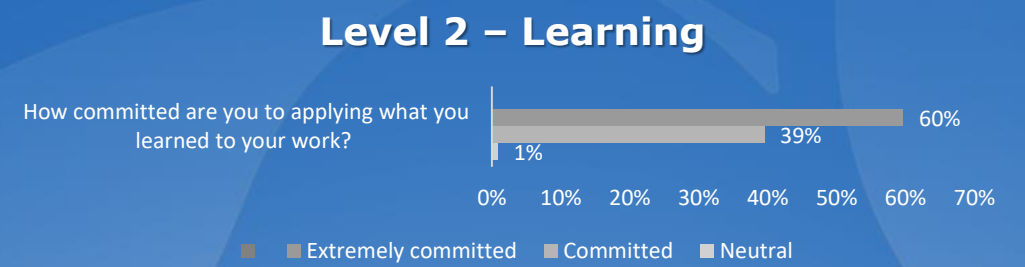


Figure 2

Level 3 – Behaviour (Rate of Application)	100%	86 %	14%
Escalation of Care, Transfer of Accountability, Documentation Principles, Mobilization,	✓		
Infection Control, Code Blue & AED, POCT Glucose Testing, Skin Health, CVAD Skills, Venipuncture, IV start, Behavioural Safety Alert, Falls Prevention		✓	
Energy and Environment (Sustainability)			✓

Table 1

Plan

1. Enhance learning design practices among educators, experts, and professionals using the *ADDIE framework*
2. Logic Model & Gantt Charts
3. Capacity Building
 - Champions Training Provide tools & Structures, Co-Production, Peer Coaching, Community of Practice, Communication Planning such as newsletters, Celebrate Wins

Outcomes
The Clinical Corporate Orientation – Interprofessional support, training, and resources (CCO iSTAR) launched in January 2025. Through planning and capacity building we were able to define 54 foundational sessions and achieve:

- 100% of sessions with learning outcomes
- 95% with active learning
- 74% with hands-on skills training
- 64% affective learning

We are gathering data to evaluated the new curriculum.