

Training

Guidelines 2023

Labor & Delivery Training Program

Key Guidelines:

- “One KP” training for all perinatal care nurses
- Incorporates **Caring Science, HeartMath, TeamSTEPs, and HRO** communication tools and **KP’s Perinatal Patient Safety Program** components into the expectations of practice and care at the bedside
- Promotes decentralized training

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Overview

This program uses the AWHONN Curriculum for Perinatal Orientation and Education Program (POEP) for Nurses without previous Perinatal Experience

The Association of Women’s Health, Obstetric and Neonatal Nurses (AWHONN) POEP didactic course is offered within fifteen modules. The modules have been developed to provide a foundation for novice nurses inexperienced in perinatal nursing to effectively care for perinatal patients using quality evidence-based practices and professional standards of care. The curriculum offers 50.25 hours of CE’s and includes case studies, reference reading lists, tests, and participant and instructor handouts/guides. The modules are:

- Overview of Reproductive Health & Infertility
- Preconception and Interconception Health
- Physiologic and Psychosocial Adaptation to Pregnancy
- The Process of Labor and Birth (Normal)
- The Process of Labor and Birth (Complications)
- Cesarean Birth and Post Anesthesia Care Unit (PACU)
- Complications of Pregnancy Parts I, II, III
- Perinatal Infections
- Postpartum Assessment and Nursing Care
- Newborn Assessment and Nursing Care
- Neonatal Complications
- Perinatal Safety and Risk Management
- Perinatal Loss

On Hire

Hiring Manager shares expectation that the training schedule will require a minimum of 32-40hrs/week. Completion of the program is competency based and typically 15-18 weeks. Orientation timeline may be extended as needed. Manager confirms that new employee has completed:

- BLS (Basic Life Support)
- *NRP (Neonatal Resuscitation) **To be completed before the end of the program if employee does not have on hire*



*Standardized approach that uses a blended learning model for new staff nurses who are hired into training positions with no previous **perinatal** experience*

Objectives

1. Provide the NCAL medical centers with a standardized approach that uses blended learning for inexperienced staff nurses who are hired into training positions with no previous perinatal experience
2. Outline the use of the AWHONN didactic curriculum and compliment with coordinating critical thinking exercises, simulation training, skill development and clinical assignments
3. Provide a comprehensive program outline to help the new perinatal nurse to integrate into the perinatal care environment as a member of the nursing care team both clinically and interpersonally
4. Ensure that the inclusion of Caring Science and Care Experience behaviors are nurtured throughout the program and embedded from the beginning into practice at the bedside
5. Deliver curriculum that will support the new perinatal nurse to assess and care for critically ill patients based on the diverse patient population served in the perinatal unit using evidence-based practices
6. Demonstrate examples of application of knowledge, skill and competency for special procedures conducted within the perinatal unit
7. Complete learning module objectives found within the AWHONN curriculum

Roles and Responsibilities

RN Resident or Fellow:

- “Owns” success in program, including all Orientation Documents
- Successfully completes AWHONN Basic Fetal Heart Monitoring course
- Completes all didactic and simulation sessions and patient care assignments as planned by On-Site Coordinator and Clinical Preceptor
- Completes tests associated with each AWHONN POEP module (*will require access to computer lab*)
- Completes all other identified mandatory Perinatal modules in HealthStream/KP Learn
- Completes “KP NCAL Nurse Fellowship Program MCH Track” RN Development Plan

*Orientee completes **AWHONN** Introduction to Fetal Monitoring along with all required KP Perinatal Modules*

Preceptors are the key to this program’s success and must complete approved preceptor training
