

Neonatal Intensive Care Training Program

Key Guidelines:

- “One KP” training for all neonatal care nurses
- Incorporates **Caring Science, HeartMath, TeamSTEPPS**, and **HRO** communication tools and **Solutions for 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 Essentials of Neonatal Critical Care Orientation (ENCCO) Curriculum for neonatal orientation for nurses without previous Neonatal Nursing Experience

The Children’s Hospital Association (CHA) Essentials of Neonatal Critical Care Orientation Program (ENCCO) is offered within twenty-two online interactive modules. The modules have been developed to provide a foundation for novice nurses inexperienced in neonatal nursing to effectively care for perinatal patients using quality evidence-based practices and professional standards of care. The curriculum offers 22 hours of CEs and includes case scenarios, practice activities, tests, and is the ideal didactic foundation for a blended learning program to include workshops, simulations, critical thinking discussion groups and preceptorship. The modules are:

- Fetal to Neonatal Circulation
- Assessment of the Neonate’s Transition
- Comprehensive Assessment of the Neonate
- Developmental Care of the Newborn
- Family-centered Care in the NICU
- Maternal Factors Affecting the Newborn
- Neonatal Nutrition
- Neonatal Pain Assessment
- Neonatal Skin Care
- Neonatal Pharmacokinetics
- Thermoregulation of the Newborn
- Apnea of Prematurity
- Bronchopulmonary Dysplasia
- Meconium Aspiration Syndrome
- Pneumothorax in the Neonate
- Neonatal Respiratory Distress
- Transient Tachypnea of the Newborn
- Neonatal Sepsis
- Neonatal Cranial Hemorrhage
- Neonatal Seizure
- Glucose Homeostasis
- Hyperbilirubinemia
- Newborn Metabolic Disorders
- Central Lines in the Neonate

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 16-18 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 in the first 30 days of the program if employee does not have on hire

Objectives



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

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 neonatal experience
2. Outline the use of the ENCCO 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 neonatal 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 neonatal nurse to assess and care for critically ill neonates based on the diverse patient population served in the neonatal intensive care unit using evidence-based practices
6. Demonstrate examples of application of knowledge, skill and competency for special procedures
7. Complete module objectives found within

Roles and Responsibilities

RN Resident or Fellow:

- “Owns” success in program, including all Orientation Documents
- Successfully completes **Dr. Brown’s Infant Driven Feeding Program**
- Completes all didactic and simulation sessions and patient care assignments as planned by On-Site Coordinator and Clinical Preceptor
- Completes tests associated with each ENCCO module (*will require access to computer lab*)
- Completes “KP NCAL Nurse Fellowship Program Neonatal Track RN Development Plan”

*Orientees complete **Dr. Brown’s Infant Driven Feeding Program** within their first weeks of training*

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

