



Specialty Training Informational Session

Northern California Patient Care Services

Practice Excellence, Clinical Education and Effectiveness

Purpose

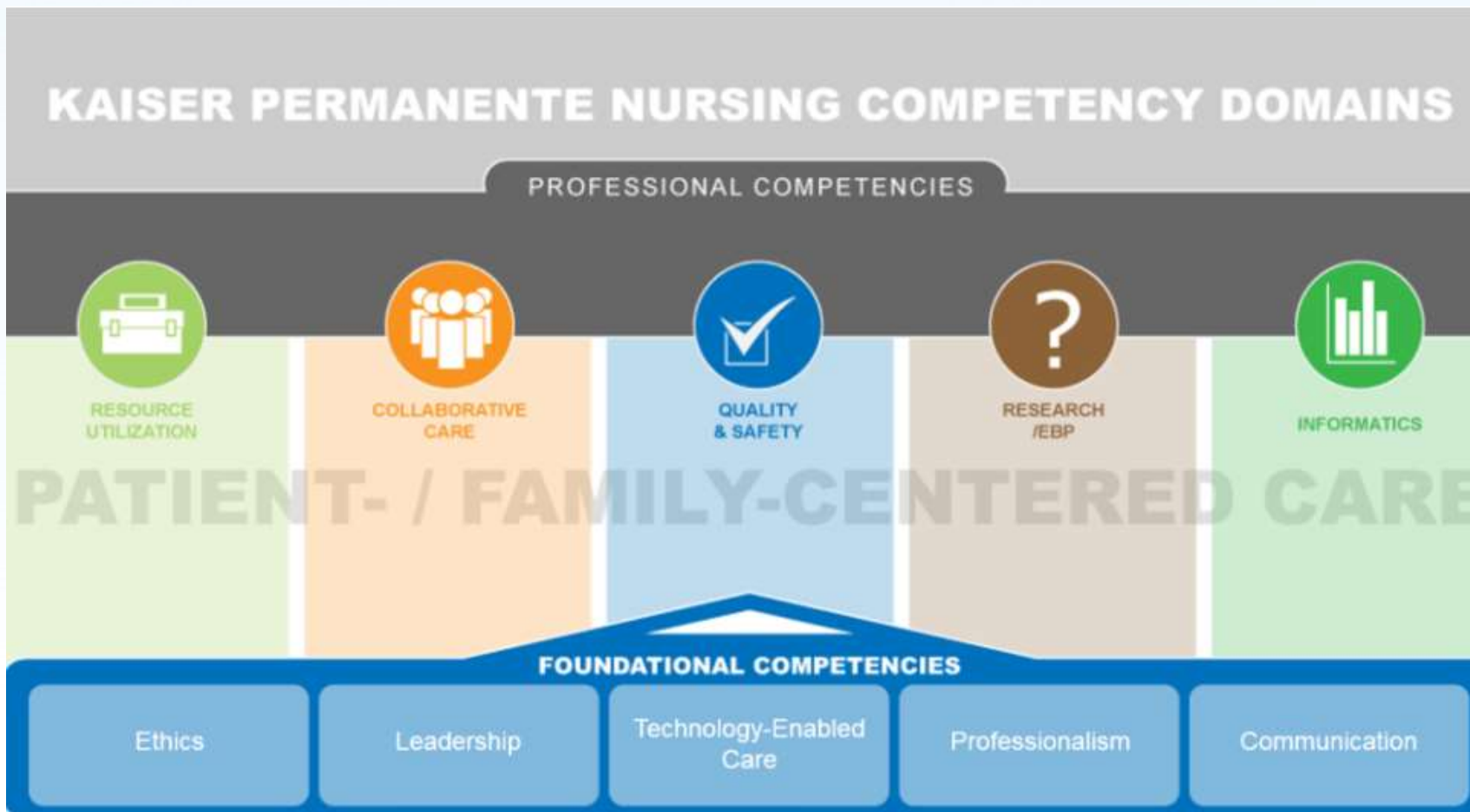
In this session, we will go through Program Expectations, Curriculum and hold a Q&A session.

Specialty Training Programs:

- Adult ICU/CVICU
- Labor and Delivery
- Neonatal ICU
- Pediatric ICU
- Pediatrics
- Peri-op 101



NCAL Specialty Training Programs



Program Selection

Bid offer is based on seniority

Facilities with the training program have preference over other KP facilities

Not every site will hold a program for each cohort

Applications are announced one week prior to posting

Positions are open for 5 days

Inquire about shadowing

Search keyword "Specialty Training" on KP Jobs site

Program Eligibility

- Current KP CNA-represented Staff Nurses, who have less than 1 year experience in the specialty, can apply to the specialty training positions.
 - For example, applicants can apply to the specialty training program if they do not have 12 months of experience or more in that specialty.
- If you do have more than 1 year of experience in a specialty, you should apply for a staff nurse II position at KP!



Program Eligibility



- Candidates must have a minimum of 6 months of acute care experience as an RN within the past three years (can be in any inpatient setting)
- Candidates must have an AHA Basic Life Support card
- Candidates must have a current unencumbered California RN License
- Candidates must not have any current disciplinary action in their employee file

Program Components



Clinical Orientation Program (2 – 6 months)



Preceptor facilitated clinical orientation in home medical center



Classroom education that incorporates a variety of learning activities held at various KP facilities



Completion requires validation of minimum clinical competency by the nursing leadership team

Expectations for All Programs



Time Commitment:

Orientation is minimum of 32-40 hours per week for the length of the clinical orientation program



Absences:

You must attend all scheduled training shifts

The accountability for missed information is with you, the learner

Extended absences or approved leaves may require remediation. This may include repeating a portion or the entirety of the training program. Partially completed programs cannot be resumed at a later date.

Expectations for All Programs



Shift and Schedule

During training, you may be required to work a variety of shifts outside your regular hired schedule (Day/Eve/NOC)

The first month training schedule will be provided to you at the beginning of the program

By program completion, you will begin work in the schedule that you applied to. You will maintain this schedule until they are eligible to bid into a new schedule



Travel

You will be required to travel to various KP locations throughout the region during their training program

Travel expenses are paid in accordance with the current collective bargaining agreement

Expectations for All Programs



Vacation

In general, vacation will not be approved during the training program

Exceptions may exist, which include any local, state, or federally protected leave- CPCs will consult as needed on independent education plan on case-by-case approach

Previously approved vacations will be reviewed on a case-by-case basis by your nurse manager and may not be approved due to conflicts with the training program schedule



Medical Center Commitment

You are requested to maintain employment in your hiring medical center unit for a minimum of **24 months prior to transferring to a new medical center or unit**

Expectations for All Programs



Paid Time

All time spent fulfilling requirements of this program is paid time



Overtime

For 12 months, you are strongly encouraged to not work more than 40 hours in a work week *for **your personal safety and patient safety***



Surveys

You are required to complete surveys to help evaluate the effectiveness of the program

Customized Education Plans



Learners who miss content will need to make up missed sessions

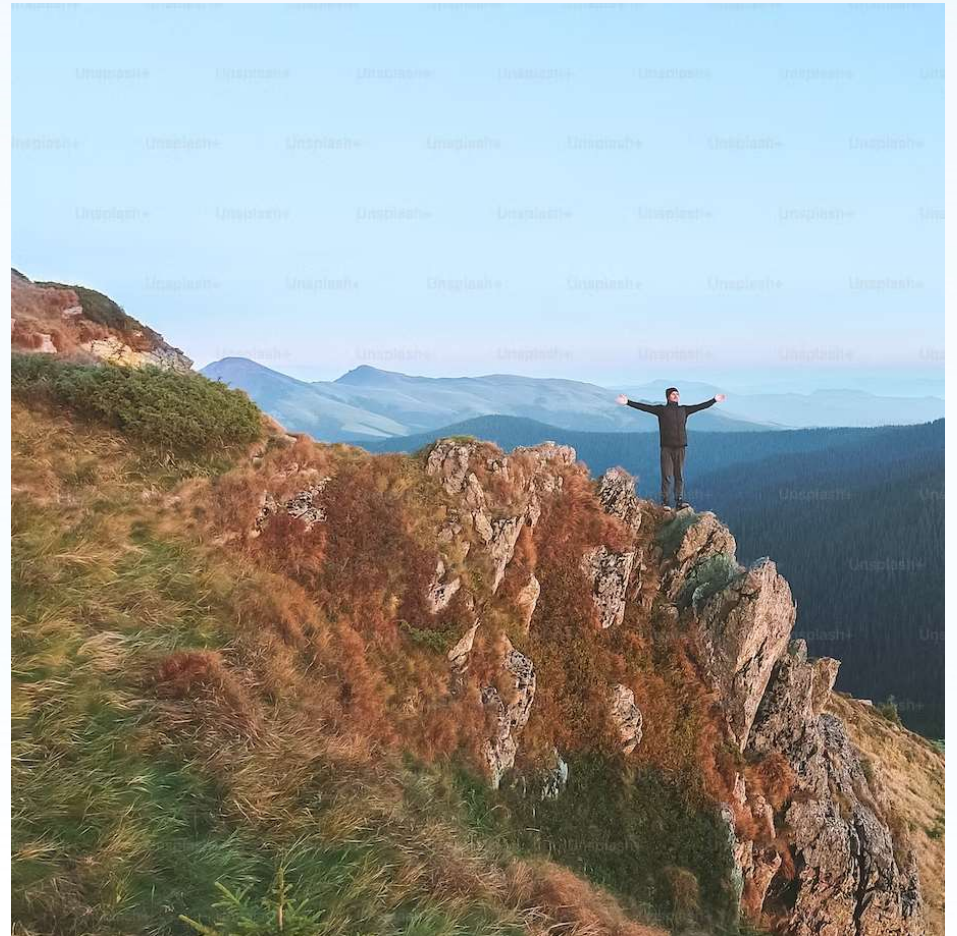
- Education will be customized to the individual learner by their local nursing leadership team with support from regional nursing leadership as needed

Learners with an identified learning need will be provided an adapted learning plan as indicated

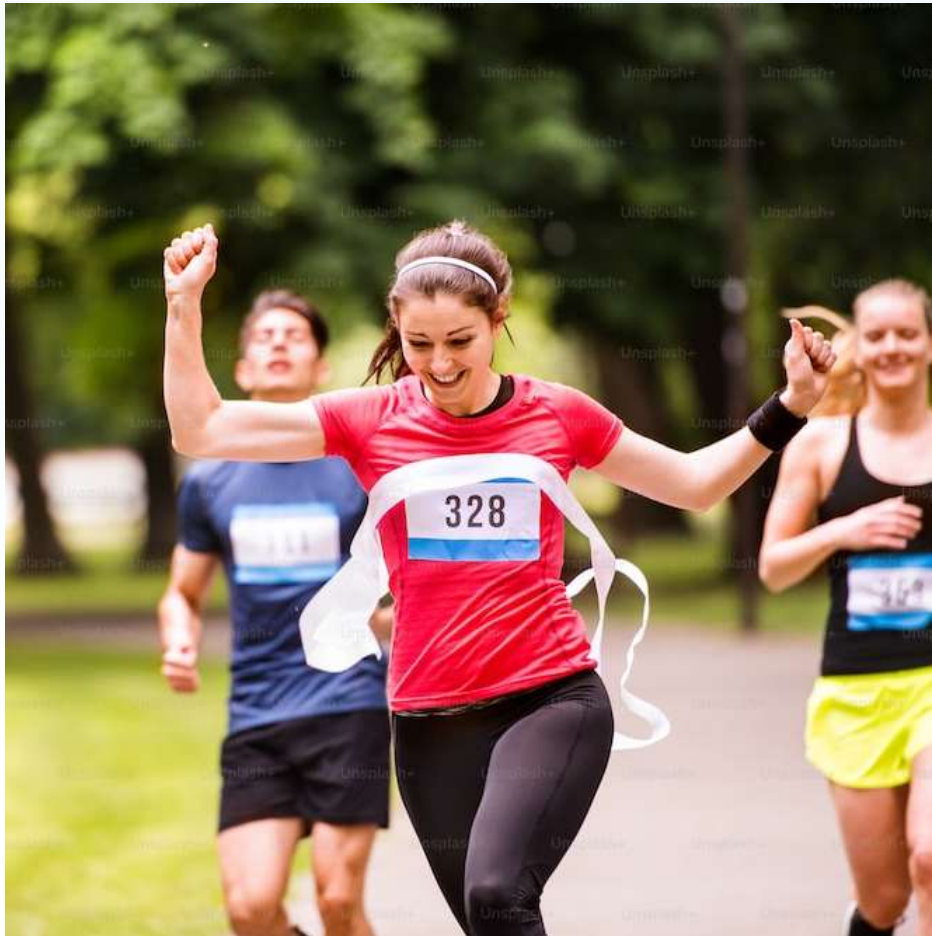
Failure to meet the requirements of a remediation plan may result in disciplinary action, up to and including termination

Ownership

- Ultimately, you are responsible for your success in the training program
- You are responsible for the completion of all documentation related to your clinical orientation program
- You are accountable to gain the knowledge, skills, and experience over the course of your program to demonstrate beginner level competency at transition to independent practice



Transition to Independent Practice



- Program Completion is based on **competency validation** by preceptors, unit leaders and NPDS/CNS
- If employee exits the program for any reason, they will have 60 days to find a new position for which they are qualified
 - Your previous job may no longer be available, as it was forfeited at the start of the program

Program Details by Specialty



ICU to CVICU (SCL only)

New program is 8 weeks based on the learner (*completion is competency based*).

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

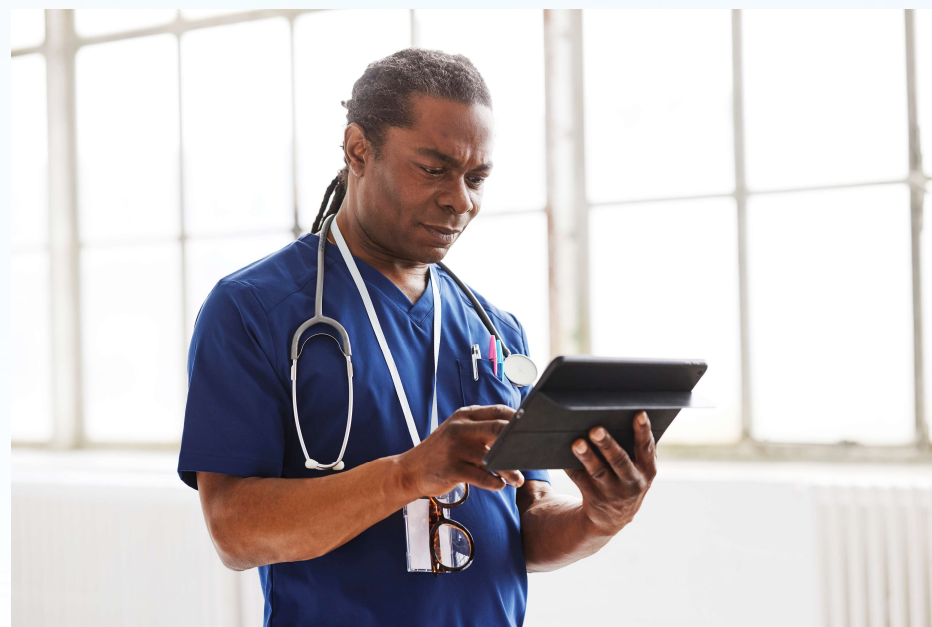
- KP Required Modules for CVICU RN

Live sessions

- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Resiliency/Burn Out, Evidence Based Practice



Adult Critical Care (ICU/CVICU)



Program is 14-16 weeks based on the learner (*completion is competency based*).

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AACN ECCO Modules
- KP Required Modules for ICU RN

Live sessions

- Full Cohort (All sites viewing same Teams live content)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Resiliency/Burn Out, Tele Critical Care, Case Study Presentation, Evidence Based Practice

3 off-site meetings in Regional Office (usually Week 1, Week 12, and at the end of the Program).

Labor & Delivery

Program is 16-18 weeks based on the learner
(*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AWHONN's Perinatal Orientation and Education Program (POEP)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and address KP standards and policies
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, TeamSTEPPS/High Reliability Organization, Caring Science, Resiliency, Professional Development, OB Emergency Critical Events Training & Evidence Informed Practice Project



Acute Care OB (Postpartum)

Program is 12-14 weeks based on the learner
(*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AWHONN's Perinatal Orientation and Education Program (POEP)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, TeamSTEPPS/High Reliability Organization, Caring Science, Resiliency, Professional Development, OB Emergency Critical Events Training & Evidence Informed Practice Project



Neonatal ICU

Program is 16-18 weeks based on the learner
(*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- Children's Hospital Association (CHA) Essentials of Neonatal Critical Care Orientation Program (ENCCO)
- Regulatory & KP Required Modules
- Neonatal Resuscitation (NRP)
- STABLE

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Neonatal Emergency, Resiliency, Professional Development and an Evidence Informed Practice Project



Pediatric ICU

Program is 16-18 weeks based on the learner (*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

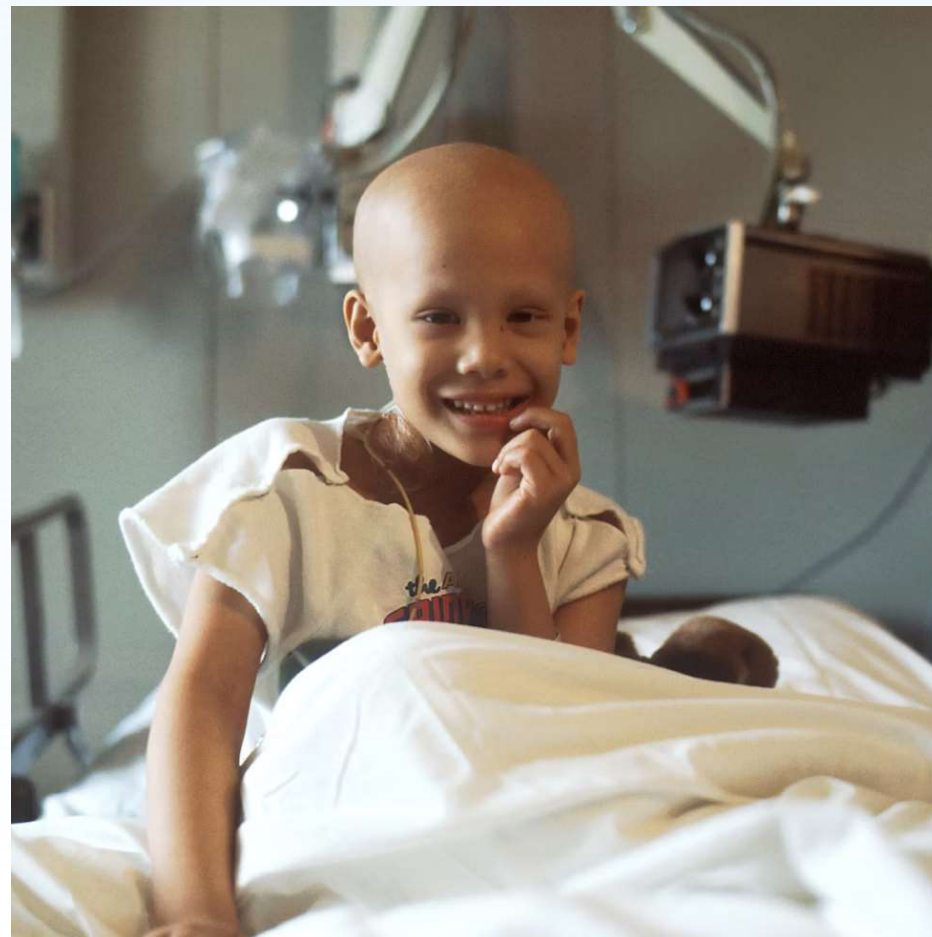
- Children's Hospital Association (CHA) Essentials of Pediatric Critical Care Orientation Program
- Regulatory & KP Required Modules
- Pediatric Advanced Life Support (PALS)
- APHON- Pediatric hematology/oncology education program

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Neonatal Emergency, Resiliency, Professional Development and an Evidence Informed Practice Project



Pediatrics

Program is 14-16 weeks based on the learner (*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- Children's Hospital Association (CHA) Pediatric Learning Solutions
- Regulatory & KP Required Modules

Live sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Pediatric Emergency Session, Resiliency, Professional Development, and an Evidence Informed Practice Project



Peri-op 101

Program is 6 months (*completion is competency based*)

Blended learning approach

- Modules, Live Cohort Sessions (Reflection, KP specific content, Activities), Simulation/Hands on experiences, and clinical practicum on unit

Curriculum

- AORN Perioperative 101 On-Line Course Curriculum (23 modules)
- Simulation Labs, clinical rotations at the hiring facility over a 40 hour/24-week period. A final exam with 3 attempts to pass the examination will be required at the end of the course.
- An additional 6-month training orientation at the hiring facility

Live Sessions

- Full Cohort (All sites)
- Live sessions reinforce module content and addresses KP standards and policies by subject matter experts
 - ✓ Live sessions may be virtual or in person

Additional KP Values Content

- Diversity and Inclusion/Implicit Bias, High Reliability Organization, Caring Science, Resiliency, & Professional Development

There will be off site meetings - a couple on a Saturday.



Conclusion

We hope to see you in our one of our KP Specialty Programs!

- ICU to CVICU (SCL only)- October 9th start date
- Periop 101- October 23rd start date
- Pediatrics- *Tentative November 6th 2023*
- PICU- *Tentative November 6th 2023*
- Labor & Delivery, NICU and ICU- *Tentative beginning 2024.*



Q&A



Regional Training Program Contacts

For Adult ICU/CVICU, please contact:

NCALSpecialtyTrainingICU@kp.org

For LD, NICU, and PICU/Peds please contact:

NCALSpecialtyTrainingMCH@kp.org

For Periop, please contact:

NCALSpecialtyTrainingPeriop@kp.org