 KAISER PERMANENTE

**PATIENT CARE SERVICES**  
NORTHERN CALIFORNIA

# Specialty Training Informational Session

Northern California Patient Care Services

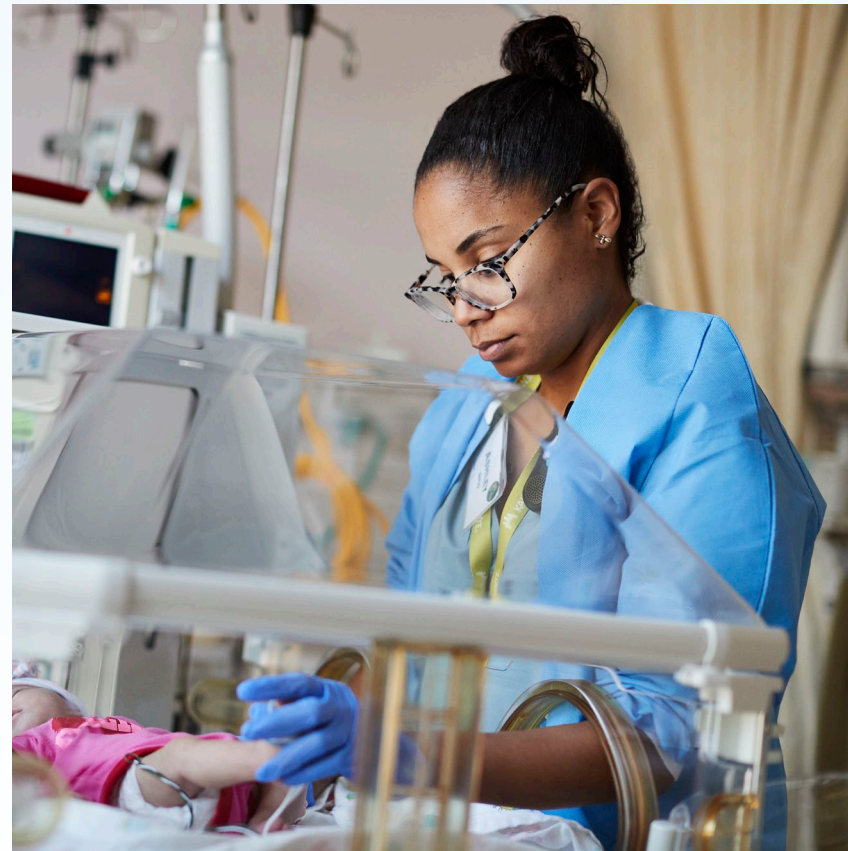
Practice Excellence, Clinical Education and Professional Practice

# Purpose

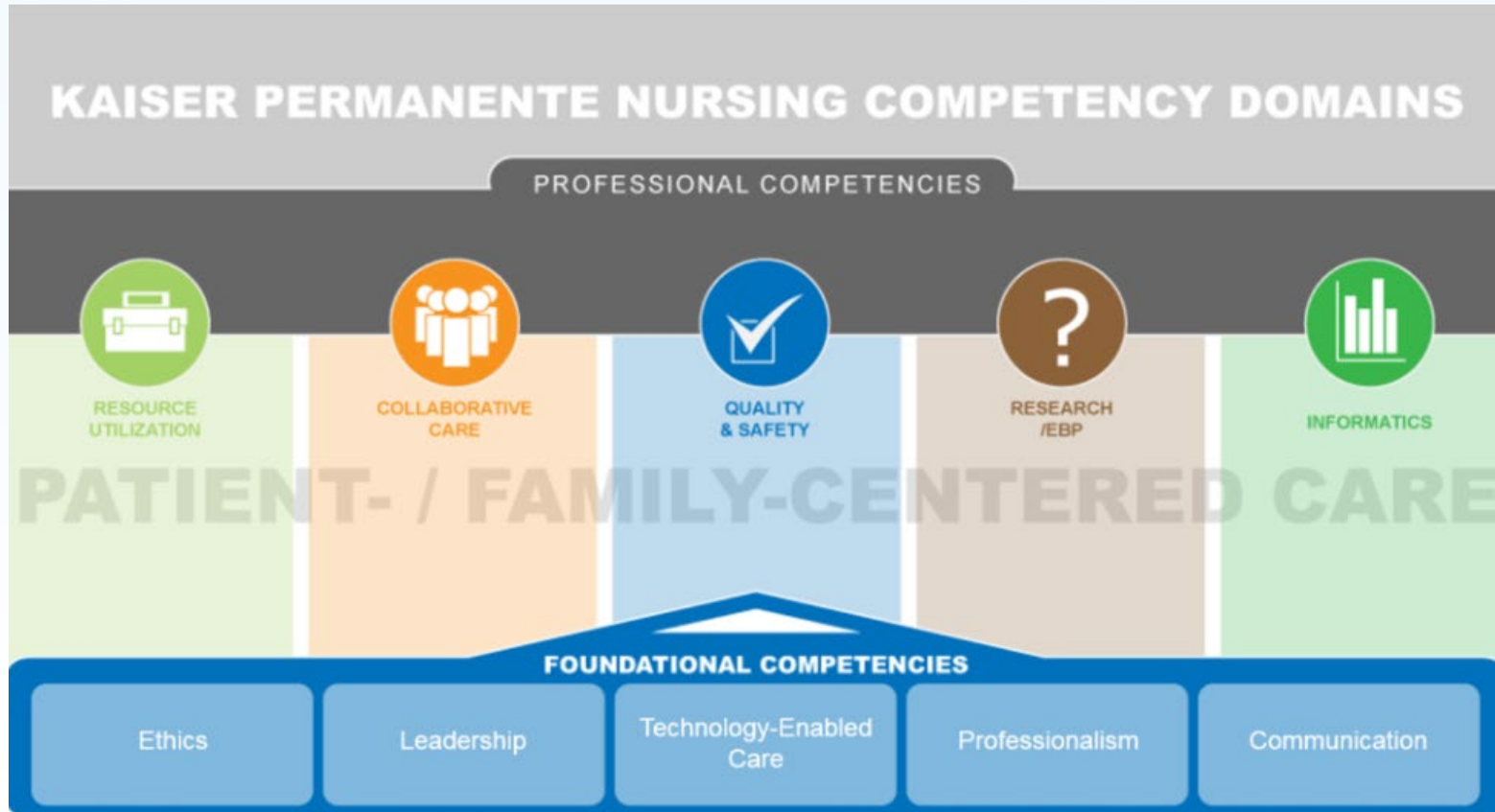
In this session, we will go through Program Expectations, Curriculum and hold a Q&A session.

## Specialty Training Programs:

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



# NCAL Specialty Training Programs





# Program Selection



# 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

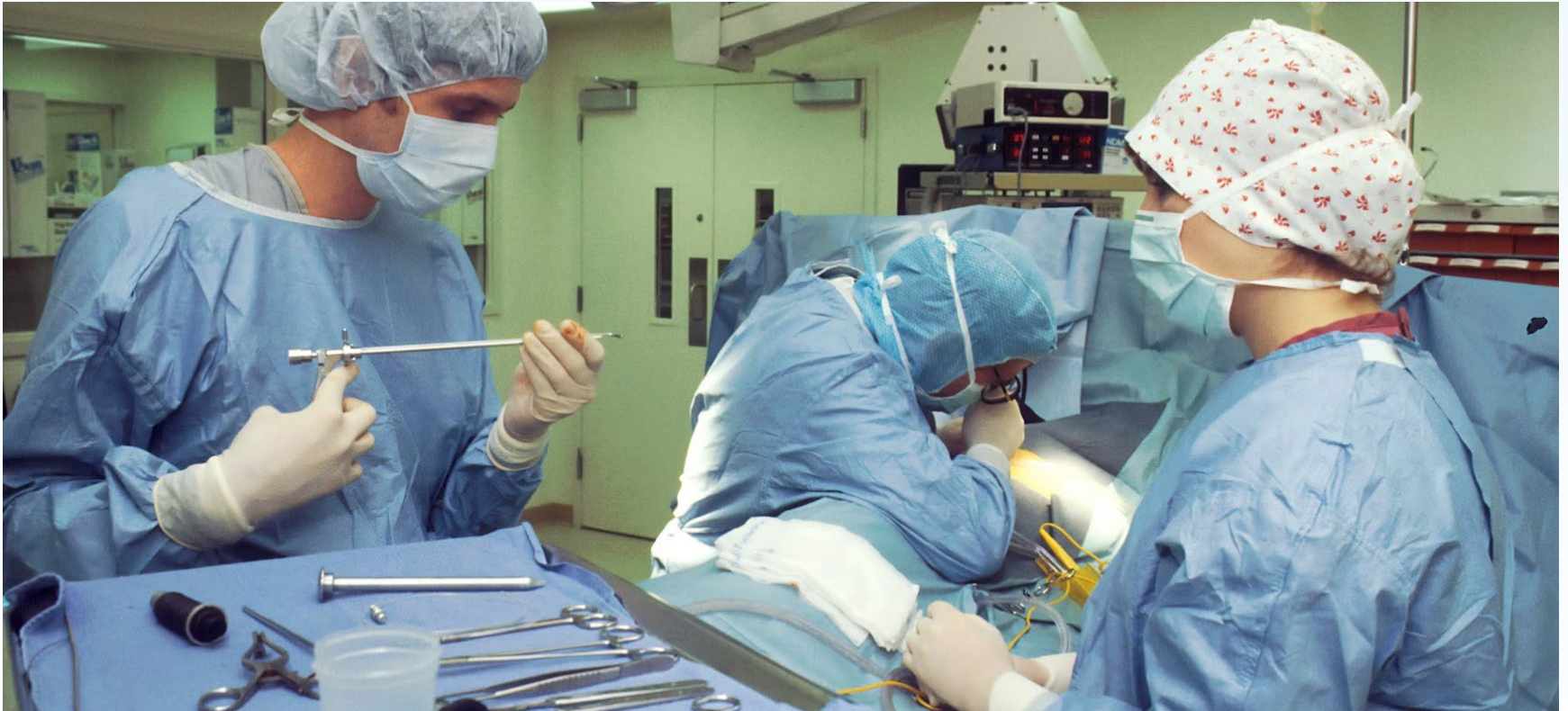


# Transition to Independent Practice



- 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





# 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 (usually Week 1, Week 6, and Week 13).**



# 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



# 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



# Pediatrics/ 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





# Periop 101 (Operating Room)

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 on Saturdays a few times.**

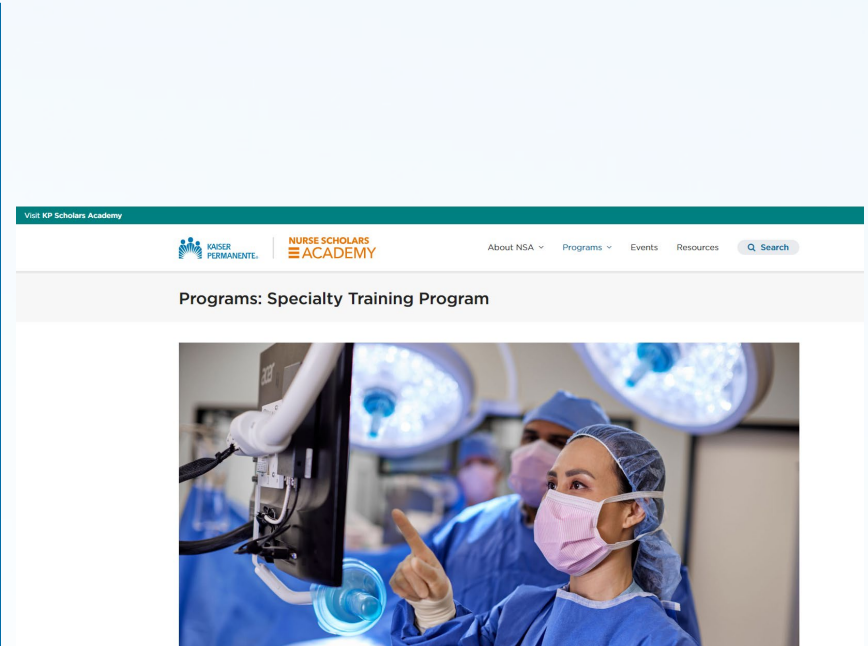




# Specialty Training Website

- **Further information, please go to the Nurse Scholars Website.**
- **Positions and job codes will be posted on the website.**
- **Apply on the internal job website using the job codes to search or “Specialty Training”**

[Specialty Training Program - KP Nurse Scholars Academy | Kaiser Permanente Northern California](#)



# Upcoming Training- tentatively posting 7/22/24\*

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

- NICU- August 25th, 2024 (4 positions-SCL)\*
- ICU/CVICU - September 23rd, 2024 (16 positions - OAK, SLN, SRF, SF, SJ, RWC)\*
- Labor & Delivery- September 23rd, 2024 (10 positions - SF, SJ, VAC, SRO)\*
- Pedi/PICU- 2025
- Periop 101- TBD



# Q&A



# Regional Training Program Contacts

## Adult ICU/CVICU

[NCALSpecialtyTrainingICU@kp.org](mailto:NCALSpecialtyTrainingICU@kp.org)

## L&D, NICU, PICU/Peds

[NCALSpecialtyTrainingMCH@kp.org](mailto:NCALSpecialtyTrainingMCH@kp.org)

## PeriOp

[NCALSpecialtyTrainingPeriop@kp.org](mailto:NCALSpecialtyTrainingPeriop@kp.org)