

Specialty Training Guidelines 2025

Labor & Delivery Training Program

Key Guidelines:

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

Training Highlights:

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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 sixteen 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 **49** hours of CEs and includes case studies, reference reading lists, tests, and participant and instructor handouts/guides. The modules are:

1	Foundations	2.25	9	Postpartum Assessment & Care	2.75
2	Reproductive Overview & Adaptation to Pregnancy	2.5	10	Postpartum Complications	3.0
3	Process of Labor & Birth	3.5	11	Newborn Transition	2.5
4	Complications of Labor & Birth	3.25	12	Newborn Assessment, Routine Care & Discharge	3.25
5	Cesarean Birth & Anesthesia Care	3.0	13	Newborn Nutrition	2.25
6	Perinatal Infections	3.75	14	Newborn Clinical Deterioration	2.25
7	Antepartum Complications	5.25	15	Newborn Conditions Affecting Care & Outcomes	2.25
8	System Related Complications of Pregnancy	3.75	16	Perinatal Loss	3.5

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 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*



*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

Objectives

1. Provide the NCAL medical centers with a standardized approach using blended learning approach 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 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
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 completion of all Orientation Documents and evaluations
- ☐ 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 Specialty Training Program MCH Track” RN
- ☐ Completes NCAL RN Labor and Delivery (L&D) Initial Competency, signed off by a manager and/or preceptor

Unit Preceptor:

- ☐ Must complete KP approved preceptor training
- ☐ Preceptor Training includes Mosby's Health Stream Modules and an Live, Virtual Component with expectation setting, resource review
- ☐ Reviews “KP NCAL Nurse Fellowship Program MCH Track” RN Development Plan Document – complete weekly evaluation
- ☐ Reviews and incorporates orders, protocols, policy, workflows, and equipment as part of orientation. Demonstrates routine use of Dynamic Health and the Clinical Library as primary source for evidence-based practice. *Note: For some medical centers, this may be a change in how the preceptor currently precepts*

Roles and Responsibilities Continued

Site Lead:

- Oversees and guides the implementation of the AWHONN curriculum within blended learning orientation and training program
- Formally meets regularly with RN Resident/Fellow and manager to ensure the RN is progressing in his/her orientation and able to apply the knowledge from AWHONN to the clinical skills and experience. This conference is documented on the “RN Pathway” and weekly evaluation tool by the Nurse Leader, Program Facilitator and or RN Resident/Fellow
- Meets regularly with preceptor and shares documentation/communication expectations, supports regular reflective practice, and offers mentorship as needed
- This person can be an NPD, CNS, ANM, and/or RN designee with support

*Onsite Coordinator oversees implementation of **AWHONN** curriculum, blended learning, and progress of orientation*

Manager:

- Collaborates with local service line director to ensure facility readiness for the program
- Assigns a primary and secondary preceptor to the RN Resident/Fellow and ensures the preceptor’s patient assignment supports a learning environment to include reflective practice
- **Joins regular conference sessions with RN Resident/Fellow, preceptor, and program facilitator** to ensure RN is progressing through their orientation and to determine if any issues have surfaced that require operational interventions. Documents progress with Program Facilitator
- Supports preceptor professional development and identifies and supports mentorship opportunities

Manager supports a learning environment and ensures orientee integration as a member of the nursing care team both clinically and interpersonally

Access to AWHONN content and Health Stream

AWHONN curriculum has been purchased by Regional NSA/PCS Leadership for inexperienced staff nurses hired into Perinatal Care without previous experience. The content is accessible via the KPNC Health Stream Learning Center. **Each “seat” requires the purchase of a license and will need to be assigned and tracked by Regional Health Stream Administrators.**

For Preceptor training, the “Mosby’s Preceptor” curriculum is available in Health Stream and **will need to be assigned and tracked by Regional Health Stream Administrators.** After course completion, the ‘preceptor in training’ will need to attend an Live-Virtual Preceptor Training Session. A meeting with the On-Site Program Facilitator is encouraged to discuss role expectations and responsibilities, review supporting documents, case scenarios, and answer any outstanding questions.



For Fellowship Program information please refer interested candidates to the following website:
[Specialty Training - Kaiser Permanente Nursing in Northern California](#)

Recommendations



Supporting a learning environment both within and following completion of the specialty training program is critical to the success of the orientee.

The preceptor may want access to program materials to ensure shared expectations

They encourage critical thinking by asking more probing questions while ensuring fellow feels safe and supported in this challenge.

Managers / Orientation Design:

- ☐ Space needs to be provided for computer access. For any self-study review time, consider headphones, camera, and microphone for attendees to enhance the learning experience.
- ☐ Fellows will be regularly scheduled for their didactic and instructor led sessions spaced throughout the program. When possible, connect learning from modules with corresponding patient assignments
- ☐ Use simulations to stimulate critical thinking based on learned knowledge and skills (Perinatal Patient Safety Initiatives e.g., shoulder dystocia, OBLS, PPH, Hypertensive Crisis, etc.)
- ☐ Include KP initiatives/tools (Clinical Library, Dynamic Healy, Policy Manager) whenever available and supplemental modules or case studies to enrich learning
- ☐ If possible, assign RN Fellow for shadow shifts with variety of perinatal experts throughout the program (e.g., a, ALS/NRN RN, , OB Tech, MSW, LC, etc.)
- ☐ Create time for orientee to ask questions with preceptor and/or onsite coordinator. **Consider adding additional break relief time to ensure Orientee and Preceptor have time to review needs and engage in deliberate practice**
- ☐ Ensure preceptor's patient assignment supports a learning environment for the RN Resident/Fellow

For Preceptors:

- ☐ Preceptors need to complete all Preceptor Training and commit to a growth mindset throughout the program accessing opportunities to learn with the new Specialty RN
 - ☐ Preceptors can have access to the resources that the RN Residents/Fellows are receiving (e.g., student and/or instructor manuals). Consider creating a preceptor binder with content they need to know to support and reinforce the learning
 - ☐ Encourage preceptors to participate in teaching sections of the instructor-led sessions, skills, simulations, and drills when possible
 - ☐ Preceptors are encouraged to ask more probing questions as program progresses in a safe way to facilitate critical thinking
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Transition to Practice

Intentional Design:

- ☐ Nurses completing this specialty training will still need support once they complete their Orientation and transition to independent practice. This should be a transition, consider additional resourcing/unit support in the first 1-2 months off Orientation to ensure adequate support, confidence building and exceptional quality care
- ☐ Consider appropriateness of on-going assignments as new RN progresses from Novice to Advanced Beginner throughout the first 2 years of perinatal practice
- ☐ Ensure new Labor nurse is engaged in regular strip rounds, case reviews or other forms of multi-disciplinary fetal monitor socialization and on-going multi-professional educational opportunities
- ☐ Check in on post orientation progress throughout first year
- ☐ Defer orientation to Obstetric Triage for a minimum of 1 year. Recommendation to delay Orientation to 2 years. Orientation includes completion of the AWHONN Triage Education Module or comparable training, clinical preceptorship, and competency validation
- ☐ Defer orientation to Postpartum for 6 months, and Orientation to the unit along with Postpartum initial competencies need to be completed.
- ☐ Defer Cross Training to function as an OB Scrub Technician for a minimum of 1 year. Orientation includes didactic and practical training and competency validation

Supporting a learning environment that allows the new nurse to focus exclusively on the art of Labor Nursing is critical to the success of the orientee and ultimately the experience of our patients.

