

# Adding Value to Orientation Through the Use of Skills and Simulation-Based Learning.

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## Abstract

Workshop Topic: Clinical Placement/Orientation

The use of primarily didactic methods of education can lead to learner disengagement, lack of knowledge retention and dissatisfaction (Culley et al, 2012). Feedback from previous surgery nursing orientations at the Ottawa Hospital has consistently shown that there was a need for a more engaging and hands on orientation. Adult learners are more engaged when learning is relevant and applicable to practice. Educators must recognize the life and practice experience of the adult learner (Billings and Halstead, 2009). Comprehensive orientation should be hands on, engaging, interactive, and evidenced based, incorporating institutional policies and best practices (Lamers et al, 2013). Taking feedback into consideration, the orientation program was improved with support from managers, directors and other key stakeholders. Through the use of low to medium fidelity skills, and high fidelity simulation, the nurse educators were able to revise the orientation from a primarily didactic model to a skills and simulation based program that is more applicable to practice. Taking the fiscal climate into consideration, this program is cost neutral, but has added great value in learning outcomes and indirectly patient safety.

In this workshop participants will have the opportunity to develop and discuss the value of utilizing simulation and skills into an orientation program for new staff within the context of their current onboarding processes.

Upon completion of this workshop the participant will:

- Reflect upon one's current orientation program structure
- Consider adding value to orientation by incorporating skills and simulation
- Identify key stakeholders within one's own organization related to orientation program development
- Develop a framework for orientation utilizing simulation and skills
- Gain knowledge related to making changes to the orientation process within one's organization

## Open Access

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