


A Successful Nurse Externship Program in an Inpatient Blood and Marrow Transplant Program

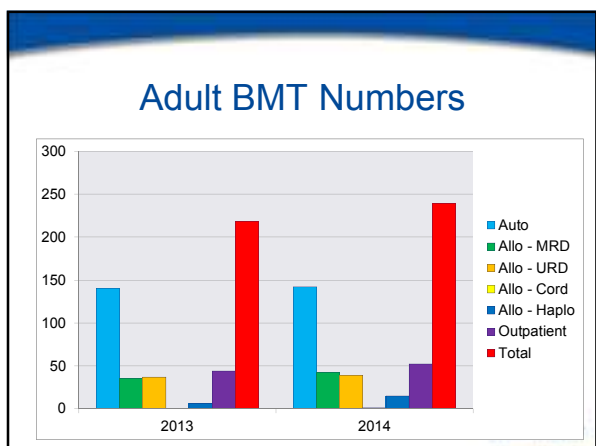
Rebecca Martin BSN, RN, OCN, BMTCN
Staff RN/Educator
Adult Blood and Marrow Transplant



Medical College of Wisconsin Joint Blood and Marrow Program


- Joint Comprehensive Clinical Program
 - Separate Adult and Pediatric Campuses
- Adult and Pediatric Services
 - Autologous
 - Allogeneic
 - Related and Unrelated
 - Matched and Mismatched
 - Cord & Haploidentical
 - NMDP Collection Center (Adult BMT Program)






Background

- Current nursing programs do not offer curriculum focused on blood and marrow transplant
- Blood and marrow transplant nursing is an evolving specialty, demanding dedication and expertise
- Our program allows nursing students the opportunity to experience our specialty




Background

- Over the past 15 years, our program has hired 17 senior baccalaureate nursing students into our nurse extern program



Nurse Extern Requirements

- State of Wisconsin Nursing Assistant Certification
- Currently enrolled in an accredited School of Nursing or graduate of an accredited School of Nursing waiting to retake the NCLEX Exam
- CPR certified



Nurse Extern Requirements

- Minimum experience of two acute care medical-surgical clinical rotations
- One or more clinical experiences must have included medication administration
- Six months or more experience as a nursing assistant is preferred



Nurse Extern Orientation

- Approximately 16 classroom hours of orientation
 - Epic (EHR) training
 - Review of job description
 - Validation of competency in specific skills
 - Medication Administration competency
- 12 weeks of clinical orientation under the direct supervision of a RN preceptor




Clinical Orientation

- Hired as full-time employees
- Orientation is June – August
- Once orientation is over their status is changed to optional part-time (per diem) Patient Care Technicians
- Goal is to hire as GNs upon graduation



Clinical Orientation

- Providing direct patient care allows the NE to:
 - Learn basic nursing skills
 - Gain experience in our specialty
- The unit educator meets with the NE and preceptor weekly to:
 - Discuss progress
 - Set goals for the next week
 - Provide feedback and mentorship



Results


- 30% of our current RN staff have come through our externship program
- Our length of RN employment ranges from <1 year to 28 years
 - 10 year average



Results

- 5 year retention rate is 95.2%
- 5 year turnover rate is 3.9%
 - National Average is 16.5%

NSI Nursing Solutions, Inc 2014




Results

- 75% of our staff are BSN prepared
- 63% are Oncology Certified Nurses
- 19% are Bone Marrow Transplant Certified Nurses



Discussion

- Giving students the opportunity to experience blood and marrow transplant nursing in a controlled setting has allowed for smoother transitions into the role of RN, allowing for shorter new nurse orientation
- The opportunity of working with experienced blood and marrow transplant nurses provides new nurses with the tools and support needed to be successful in a challenging specialty



Thank You!