Abstract Authors:

**Primary**
Joy Pelton, RN, MSN, CCRN  
Clinical Specialist  
Memorial Hospital West  
jpelton@mhs.net  
954-844-7940

**Secondary**
Victoria Canellas, RN, MSN, CCRN  
Nurse Manager  
Memorial Hospital West

**Purpose / Objective:**

In response to the need to transition RNs without critical care experience into the ICU setting, a pilot program was developed to ensure effective preparation for nurses with one year of medical/surgical/telemetry experience.

**Background / Significance:**

Traditionally, the critical care units at a 300-bed community hospital hired only nurses with critical care experience. However, the aging of the workforce and subsequent retirements required changes to hiring criteria. Adequate support for RNs transitioning to critical care is key.

**Methodology / Data Analysis:**

Five ICU nurses completed a four-hour self-study training packet designed to meet the following objectives: assess/categorize own personality style/preferences and preferred learning method, explore conflict management techniques, select key concepts of generational differences in the workplace, tips for developing critical thinking skills in others, review/identify a preferred teaching style, and become familiar with the one-minute preceptor tool. The preceptors then served as a panel to evaluate preceptee candidates.

Each preceptee provided a current resume and 1-page essay addressing: reasons for interest in critical care, a description of his/her perception of an ICU nurses role, and 2-3 personal strengths that may contribute to his/her success in ICU.

Once selected for the program, candidates completed self-assessments of personality/ learning styles to match them with a preceptor. Preceptees completed the Critical Care course at Broward College and 6-12 weeks of clinical time. Typically, two preceptors were assigned to each candidate. Regular meetings with the clinical educator, preceptor/preceptee, and manager monitored progress.

**Findings / Implications:**

Since 2011, we have accepted two candidates each year from non-critical care settings. All 6 candidates successfully completed training and transitioned smoothly into the role of staff ICU nurse. Five remain currently employed as ICU nurses in.

**Discussion:**

By providing a structured candidate selection/training program and implementing an evidence-based preceptor development module, we have successfully integrated non-ICU nurses into critical care.

**Conflict of Interest:**

I have no conflicts financial or otherwise, related to this abstract/presentation.  
I confirm that the above disclosure is accurate and complete: Joy Pelton