


**GPS (Growing Practice Specialists):** An innovative strategy for integration of new graduate nurses into mental health and addictions

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**Workshop Overview**


- Mental Health Nursing Residency Project Background – 10 min
- Project toolkit – 5 min
- Current CAMH Health Force Ontario New Nursing Graduate Program – 15 min

ACKNOWLEDGEMENTS:  
COLLABORATIVE TEAM OF THE RESIDENCY PROJECT



**Health Force Ontario New Graduate Nursing Program**

- Centre for Addiction and Mental Health (CAMH) has been participating in the Health Force Ontario (HFO) New Graduate Initiative Program since 2007
- Initiative was helpful in recruitment of new nursing graduates (6 new grads), however no program was in place
- In 2008, a collaborative team was successful in obtaining funding for a HFO demonstration project for a New Graduate program specifically in mental health nursing




Curriculum was developed over 8 month period in collaboration with five hospitals and three academic institutions

Partners include:




**Why Need for Nursing Residency Program in Mental Health Nursing**

- Challenges with recruitment and retention within the mental health sector
- This can be attributed to three key factors:
  - Stigma
  - Difficulty making nursing “visible”
  - Frequent lack of required mental health content within the nursing curricula



**Initial Program Overview**

- 3-Month post-baccalaureate residency program (September-November 2008)
- 440 hours – 400 hours of direct clinical practice; 40 hours centralized learning
- Mental Health Nursing Curriculum
- 22 Nursing Residents
- 20 Mentors (each nursing resident worked with a mentor)



## Program Goals

- Reduce stigma of mental health nursing
- Support recruitment and transition from novice to advanced beginner-level practitioner in this specialty area

## Program Now Available On-Line

- The HFO Mental Health Nursing Residency Program has been made accessible on-line: [www.mhnursingresidency.com](http://www.mhnursingresidency.com)
- The site is an educational tool for both mental health nursing residents and mentors
- What you will find on site:
  - 37 learning modules
  - Guidelines and resources for mentors
  - Instructions for Residents
  - Downloadable toolkit for organizations

## Modules

MODULE	RESOURCES FOR MENTORS
Introduction	
1. Overview of the Program	
1. Introduction to Recovery	
<b>STANDARD 1 Therapeutic Nurse Patient Relationship</b>	
MODULE 1.1 Developing Therapeutic Relationships	MENTOR RESOURCE 1.1 Developing Therapeutic Relationships
MODULE 1.2 Values, Beliefs, and Life Experiences	
MODULE 1.3 Exploring Boundary Issues	MENTOR RESOURCE 1.3 Exploring Boundary Issues
<b>STANDARD 2 Diagnostic and Monitoring Function</b>	
MODULE 2.1 Total/Moderate/Noisy Assessment	
MODULE 2.2 Mental Status Assessment (MSE)	
MODULE 2.3 Substance Use and Mental Health	
<b>STANDARD 3 Therapeutic Intervention</b>	
MODULE 3.1 Solution Focused Intervention	
MODULE 3.2 Clients with Psychosis	
MODULE 3.3 Clients with Personality Disorders	
MODULE 3.4 Clients with Mood Disorders	
MODULE 3.5 Clients with Anxiety Disorder	
MODULE 3.6 Safe Administer Medications - Psychotropics	

## Program Outcomes

- Clinical Practice
- Mental Health Nursing Clinical Confidence Scale (Bell, Horsfall, & Goodin, 1998): Improvement in all 20 items and statistically significant improvement in 15 items
- Recruitment
- 100% of residents said that they would recommend practicing in the mental health sector as a career choice to other nurses
- Retention
- 78% of residents said that they are very interested in a career in mental health after the program

Mental Health Nursing Residency Program, *Nursing HHR Demonstration Project, Implementation Workshop Oct 16/09*

## Toolkit for Designing and Operating Your Own Nursing Residency Program

## Toolkit: Growing Practice Specialists



## Current HFO New Graduate Nursing Program at CAMH

- Mental Health Nursing Program provided foundation for current program at CAMH
- New nursing grads continue to be paired with mentor - staff RN; and also mentor in leadership position - Advanced Practice Nurse/Nurse Educator
- Rotation to other units so that the new nursing graduate can learn about the various roles of the mental health/addictions nurse as well as the many programs at CAMH continues

## Educational Workshops

- Full day educational workshops were introduced –occurs during rotational internship
- Interactive/hands-on approach used
- More self-directed learning
- Curriculum based on seven domains articulated in Canadian Standards for Psychiatric-Mental Health Nursing
- Important CAMH initiatives/policies also reviewed
- Presentations/activities led by experts in topic of discussion
- Protected time to debrief about working experiences before start of each workshop in a safe environment

## Educational Workshop cont..

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| <ul style="list-style-type: none"> <li>▪ <b>Teaching Methods:</b></li> <li>✓ Video/discussion</li> <li>✓ Role Playing</li> <li>✓ Facilitated Discussion</li> <li>✓ Scenarios</li> <li>✓ Presentations</li> <li>✓ Discussions/examples</li> <li>✓ Self-directed learning/discussion (i.e. modules from <a href="http://www.mhnursingresidency.com">www.mhnursingresidency.com</a>)</li> <li>✓ Mock Code training</li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Some Topics Include:</b></li> <li>✓ Meet and greet with Nursing Leaders (i.e., Chief of Nursing, Head of ONA, HR, role of Advanced Practice Nurse, Nurse Educator)</li> <li>✓ Psychopharmacology</li> <li>✓ Supervision</li> <li>✓ Working with suicidal pt/how to do a risk assessment</li> <li>✓ Mock Code Blue/White</li> <li>✓ Substance Use and Mental Health</li> <li>✓ Law and Mental Health</li> <li>✓ Nurse Abuse/conflict</li> </ul> |
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## Orientation Manual

- Manual specifically for HFO new nursing graduate program was created
- Consists of:
  - Learning plan outline (to be reviewed with both mentor and APN/NE on ongoing basis)
  - Orientation checklists to unit/staff to meet
  - CNA Psychiatric/Mental Health Nursing Competencies to be reviewed/practiced with mentor
  - Specific nursing procedures to learn/ perform
  - Certificates/training grid
  - Outline of forms of documentation

## Mentor Workshop

- Mentorship workshop was introduced to provide support/education to mentor
- Is mandatory in order to be a mentor
- Current CAMH “Preceptor Workshop” was modified to meet mentor needs
- Workshop run by same team as “Preceptor Workshop”
- Mentors/New grads get opportunity to meet at workshop before they start working together

## Mentorship Workshop Objectives

- Describe role and responsibilities of mentor
- Discuss roles of partners in learning triad
- Identify mentor resources at CAMH
- Discuss diversity among learners and strategies for responding to each learner's unique needs
- Discuss strategies for managing relationships with learners

## Program Outcomes

## Recruitment: Interest in working in Mental Health Nursing at CAMH has Increased

2007 – Less than 10 HFO applicants - 6 positions  
2008 – Less than 25 HFO applicants -20 positions  
2009 – 100+ HFO applicants – 13 positions  
2010 - Approx 200 applicants – 9 positions

## Retention

- 2007 – all 6 new grads accepted full time positions
- 2008 - 13 new grads
  - 10 hired FT ; 1PT; 1 CPT; 1 did not pass RN exam and did not return
- 2009 -20 new grads
  - 12 FT positions; 7 CPT & then 5 moved to FT; 1 did not pass RN exam and did not return ;
- 2010- currently 9 new grads part of program

## Feedback about Program

## Managers/APNs/NE

- Program absolutely pivotal as being in an extended orientation offered them the opportunity to observe, receive support, attend education sessions and visit and experience other units vs. having them accountable to a large caseload
- Excellent, program, supportive and beneficial
- I think this was a great program as it gives the new grads enough time to learn about nursing practice and mental health. The new grads also had the added support of the other new grads in the hospital. The mentors also had the opportunity to teach and model, and they expressed their gratitude for the opportunity (plus they got paid a little extra too for having a new grad). The program also allowed us to get to know the new grads before they were permanently hired.
- Like the program –think new grads are much more prepared to work on unit after hiring than ones not gone through program



## Unit Mentors

- Excellent – great way for students to enter the workforce. Helps mentors review all they know
- Having new grads rotating to other units is beneficial for the new grad; insightful – helps new grad understand the organization better
- I think program is excellent. This is a great opportunity for CAMH to bring in new and younger nurses



## New Nursing Graduates

- Liked Making new friends, learning new skills!
- Enjoyed the rotations – meeting once a week to go over mental health practice and learn about tools/info that will assist us in our practice
- Appreciated having a confidential space to discuss issues and vent about any problems we might be having
- Liked the workshops, different learning opportunities
- Enjoyed being with other graduates and being able to learn together and share ideas



## Additional Comments from New Nursing Graduates

- Overall, the residency program is a success in my viewpoint, especially the rotation components. Informative and supportive to new comers
- I would constantly recommend new grad nurses to participate in CAMH new graduate nurse initiative program
- Excellent program to help student transition into professionals



## Challenges & Next Steps

### Challenges

- Hard to coordinate so new grads start as a cohort
- Grads that fail RNs and the program is disrupted
- Continued involvement in the residency
- How to stay connected once the residency ends

### Next Steps

- Coordinating new grad hires in groups
- Considering hiring after RN exam
- Using email to stay connected - ? Other social media
- Explore a more formalized mentor program



## Questions



## Thank you

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