Background
Fairview Health Services, in partnership with the University of Minnesota, is an academic health care system based in Minneapolis, MN. The health care system includes seven hospitals and over 40 primary clinics.

In July 2011 system nursing leaders decided to eliminate duplication of initial nursing orientation programs offered at each facility. Work began to plan and implement a collaborative system-wide initial nursing orientation program. Fairview moved to a centrally located, system-wide nursing orientation model in July 2012. The resulting program uses evidence based content which has been mapped to meet regulatory requirements.

System-wide orientation design goals
• Standardize initial nursing orientation for all Fairview hospital and clinics
• Meet multiple orientation compliance requirements
• Include electronic medical record training
• Offer weekly start dates
• Maximize resources; subject matter experts, technology, teaching materials
• Initiate concept threads that are reinforced in clinical areas
• Maintain budget neutral status
• Include all roles that report to nursing in the inpatient and clinic settings

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What stakeholders to participate in the planning?
What nursing roles to include in curriculum?
What central location?
What content to include—regulatory requirements?
What length?
What teaching strategies?
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What technology?
What buy-in, communication, tracking needed?

System Wide Nursing Orientation Curriculum Design

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