INTRODUCTION

Original structure of Nurse Extern role
- Students hired between junior and senior year of nursing school
- Functioned as patient care technicians
- No separate identifying delineation.

Need to enhance role of Nurse Extern
- An informal and basic program was quickly implemented in Summer 2012 by Clinical Nurse Educators
- Needed enhancement and structure
- The following semester, ED CNE and licensed Clinical Nurse Specialist (CNS) was asked to preceptor CNS student
- Collaborated to impact spheres of influence foundational to CNS advanced practice role
- Identified extern program as addressing all three spheres
- Externs needed support, mentorship and recognition beyond role of PCT and support transition to RN

DESIGN

Create a program in 2014 within existing extern job structure
- Include components supporting extern in transition to RN
- Approval from Nursing Vice President for fiscal support of program
- 17 externs participated in program
- Buy-in from nurse managers
- Careful consideration given to aligning program to the Main Line Health System and Nursing Strategic Plans
- Superior Place to Give and Receive Care
- Mission, Vision and Values

PLAYBILL

Each new extern provided with ticket to "Opening Night"
- Program
- Producers, Directors and Cast
- Autograph section
- Externs obtain signatures of nursing leadership at "opening night"
- Upcoming weekly reflection questions

CONCESSION STAND

Upcoming session would be introduced each week,
"Concession" stand was to introduce upcoming topic with candy related to the topic
- Example for cultural diversity topic is multi colored candy
- Highly anticipated by externs

GRADUATION

- Red Carpet Event
  - All attendees arrived via red carpet
  - Video picture montage of summer memories
  - Each manager wrote a short description of extern
  - Read by Nursing Vice President
  - Each extern got a certificate of completion, a "gold" statue, a framed picture and candy presented by NVP

OUTCOMES

- Seventeen Extern program participants
- Deemed very successful and will be implemented System-wide
- Pre and post survey results indicate a positive trend
- Significant shift of 10% is indicated in the "Neutral/Neither" response from pre-survey to post-survey
- A significant shift of 11% is indicated in the "Strongly Agree" response from pre-survey to post-survey
  - the 10% reduction in the "Neutral/Neither" column was gained as an increase in the "Strongly Agree" column
- All 17 Externs were hired as Nurse Residents in 2015

REFERENCES