



# CALIFORNIA HOSPITAL SYSTEM TRAINING PROGRAM

HCT Interim Executive Establishes a Robust Training Program at a California Hospital System

## AT A GLANCE

### CHALLENGE

Includes two hospitals in the California Health System, one that was 59 beds and one that was 420 beds. The hospital system lacked follow-through for graduates following orientation as well as a proper training program.



“She took the lead on all education issues at her two hospitals and worked effectively with local leadership. She is very detail-oriented and creates comprehensive plans for all activities.”

“Very supportive and shares her expertise and organized approach. She has created an exceptional working relationship with both assistant chief nursing officers.”

### SOLUTION

Working with an emergency room educator, HCT's interim Executive created a chest tube teaching plan for recent graduates and new hires. She also established a training program, which included identifying the roles that were required, allotting classrooms, establishing orientation schedules, and arranging for recent graduate and ongoing staff training.

### RESULTS

After incorporating team input, the training program HCT's interim Executive instituted became the recommended preceptor and orientation process within the entire system. By working with nurse managers, she ensured the training program will continue after her interim period concluded.