

## Introduction

- Health care is complex and requires high-level problem-solving abilities and critical thinking from nurses.
- Nurses are key decision-makers, entrusted with the ability to act.
- Current health care instability negatively impacts the confidence, knowledge and skills of new nurses to provide safe patient care (Serafini, 2023).
- The question remains: **How do we positively impact the confidence, knowledge, and skills in novice nurses?**

## Purpose

- The new model addresses current workforce issues, professional needs, and identified gaps.
- Implementation of the **Clinical Immersion Program (CI)** increases clinical program hours and gives students the opportunity to improve clinical judgement, communication, and confidence.



## The 3 P's of the Clinical Immersion Method



**1. Pair**  
Student (CI Scholar) is paired with one registered nurse (CI Mentor) in a particular service line



**2. Participate**  
The CI Scholar participates with the CI mentor in direct patient care, leadership, quality and safety activities



**3. Progress**  
The CI is a 12-credit/21-week experience for a total of 756 clinical hours

## Results

100% Reported an increase in confidence	88% Reported an increase in ability to provide holistic and therapeutic communication	93% Reported improved interdisciplinary communication	97% Reported improved professionalism and accountability
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## Student Feedback

"The clinical immersion program will definitely help future nursing students gain the confidence and knowledge to work in a hospital."

"This experience has made me feel confident going into nursing. I truly believe that the mentor I was paired with helped me gain the most out of this opportunity. Clinical Immersion exceeded my expectations."

"This program was an amazing opportunity, and I have grown immensely as a student nurse. I feel more prepared than ever to be a graduate nurse."

"Clinical Immersion has helped my nursing education tremendously. I feel more confident and more comfortable than I ever have going into a shift."

## Clinical Immersion Outcomes



## Limitations

- This program is in its inaugural year and refinements are part of the early stages within the continuous improvement cycle.
- The CI adaptability is based on program type, school size, location, partnering hospital and clinical mentors.



## Conclusions/Next Steps:

- Early self-reports indicate increased levels of confidence, communication, professionalism and accountability.
- Next steps will measure improved clinical judgement and transition to practice:
  - Survey CI Mentors and CI Scholars.
  - Review data collected from the clinical student evaluation tool.

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