

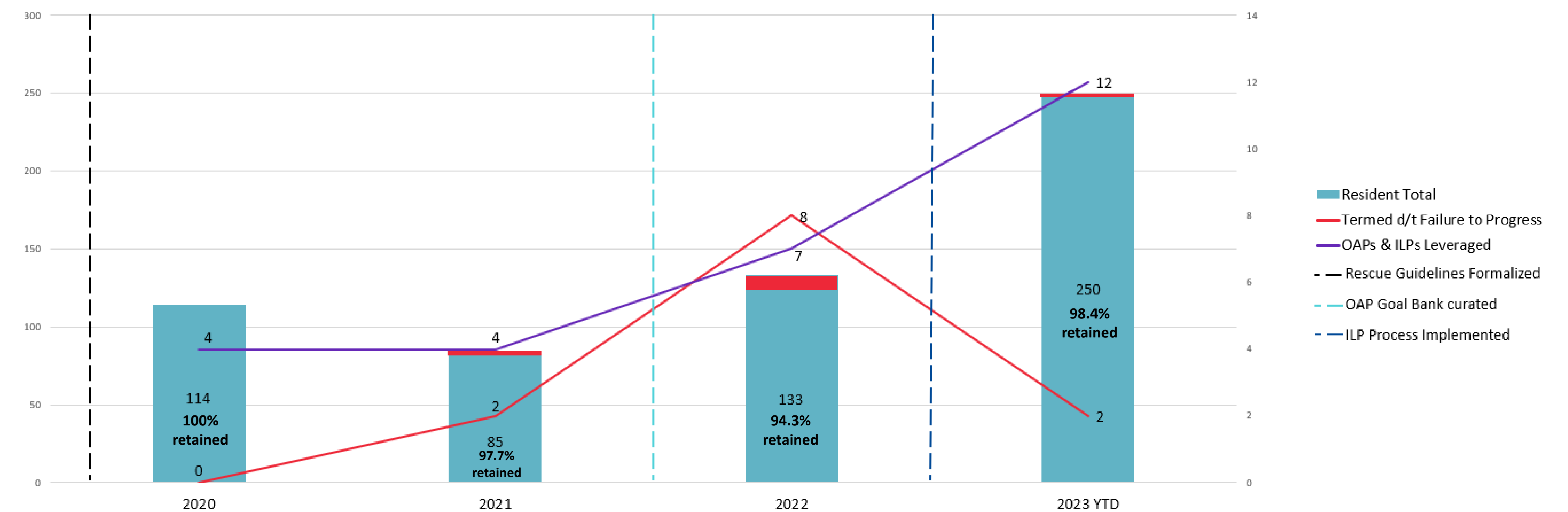
Background

Failure to progress is defined as an inability to move forward during orientation. Signs of failure to progress may include:

- Inability to perform new tasks or tasks previously completed
- Lack of interest in new opportunities,
- Anxiety disproportionate to the situation

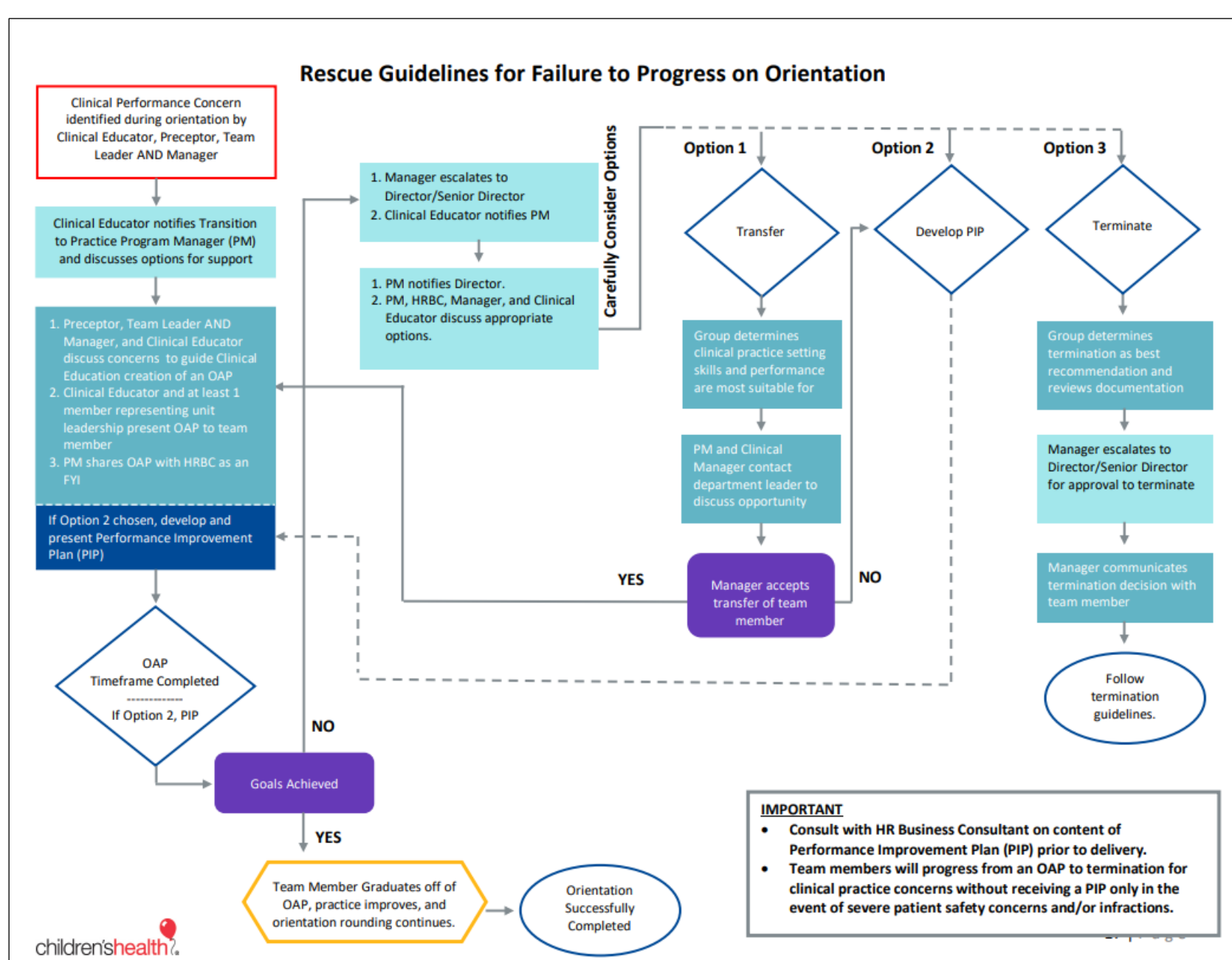
In 2022, program leadership noted an increase in residents displaying failure to progress. This prompted the need to develop a supportive, individualized process to facilitate success. Orientation Action Plans (OAPs) and Individualized Learning Plans (ILPs) were developed and became the new standard to proactively provide support to residents struggling during orientation. Implemented during the early phase of the residency rescue algorithm, these residency rescue tools allow coordinators to collaborate with residents, facilitators, and unit leaders to develop a plan tailored to meet learning needs.

Outcomes



- **92%** of residents on ILPs for OAPs were retained to organization in 2023
- Rise in utilization of OAP Goal Bank by residency facilitators
- Qualitative data shows rise in satisfaction and collaboration with Transition to Practice team and facilitators
- ILPs and OAPs leveraged for around 5% of residency cohorts, resulting in residents successfully completing orientation and being retained to the organization

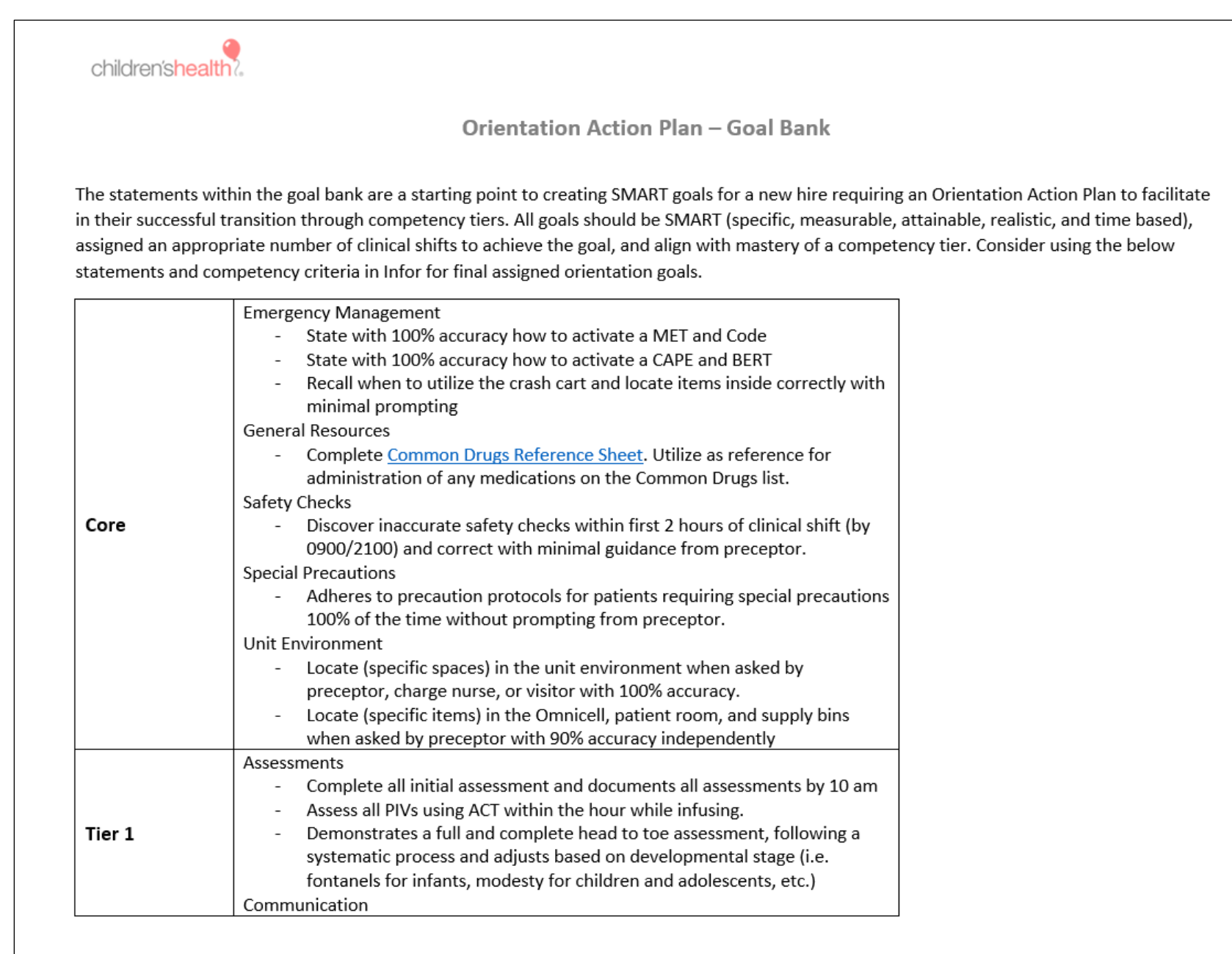
Rescue Tools



Rescue Guidelines

Algorithm to guide decision making for an orientee who is failing to progress

Referenced when signs of failure to progress are noted



OAP Goal Bank

Curated SMART goals for orientees on an Orientation Action Plan

OAP Goal Bank guides creation of action plan goals

ILP

Individualized plan to support focused guidance and training

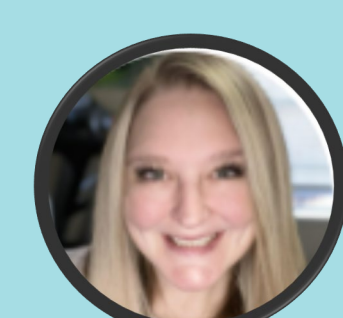
Facilitators request when OAP is initiated



Rescue Tools Full Versions

Future Implications

- Champion early initiation of OAPs and ILPs to support success during tiered orientation
- Continued curation of residency rescue tools including resource bank for ILPs correlated with orientation tiers for standardized experience
- Creation and implementation of formal training for clinical leadership to increase awareness and engagement of rescue tools



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References:

