



## Simulation Training Transforms Nursing Orientation at Salisbury VA for Optimal Patient Care

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The W.G Hefner VA Medical Center in Salisbury, North Carolina reimagined nursing orientation through implementing a simulation day, providing new nursing staff with invaluable experience in high-stress situations where patient care and safety are paramount. The Education and Workforce Development team embarked on a mission in 2022 to transform nursing orientation into a comprehensive and engaging experience. Collaborating with clinical educators, the simulation coordinator developed an intensive eight-hour simulation day for new nursing staff, aiming to build confidence through experiential learning where prompt and competent action can save a Veteran's life.

The training program focuses on low-frequency, high-risk scenarios. The morning session is dedicated to hands-on practice of basic life support skills, equipment familiarization and supply knowledge. Participants then apply the principles learned and team dynamics in two customized mock code scenarios relevant to their respective work areas. In the second half of the day, the focus shifts to patients presenting with suicidal ideation, emphasizing safety and efficient care delivery. Staff members review policies, standards of care, restraint usage and available resources before engaging inpatient-based scenarios designed to reinforce classroom knowledge. The day concludes with a whole health escape room activity, underscoring the importance of self-care in the demanding health care environment.



*(Staff members pose with manikin at the W.G Hefner VA Medical Center in Salisbury, North Carolina on their nursing orientation simulation day. VA courtesy photo.)*

The simulation training takes place twice a month and has garnered immense success, with a staff satisfaction rating of 3.95 out of four. The education team consistently seeks staff feedback and makes regular improvements to the program. Attendees have provided positive comments. One participant said, "This was the best information prep session of the entire new employee orientation curriculum. The information was practical and objective." Another attendee stated, "I'm leaving the training feeling confident to complete my duties effectively." Other participants noted that the interactive nature of the training kept them engaged. The education team takes great pride in the success of the simulation training and remains committed to pushing boundaries and innovating educational programs.