

Best Practices in Onboarding to Facilitate Transition to Practice

Ashley B. Thrasher, EdD, LAT, ATC, CSCS
Western Carolina University

Mary Helen Letterle, MBA, LAT, ATC
Mission Health System



Conflict of Interest

In compliance with continuing education requirements, all presenters must disclose any financial or other associations with companies to which they have a direct link and/or financial relationship that is related to the topic/content of their presentation.

DISCLOSURE

Today's Goals

1. Identify the need for onboarding to assist new ATs with transition to practice
2. Recognize onboarding needs of new ATs during transition to practice
3. Discuss onboarding tactics based upon onboarding models used in athletic training and other healthcare professions
4. Describe onboarding strategies that can be implemented to address organizational needs and support transition to practice for newly hired employees



Transition to Practice



Independence

Self awareness

Knowledge

**Self-efficacy
and
competence**

**Role
Understanding**





Making Decisions

Communication

CHALLENGES AHEAD

Confidence

Role Ambiguity

Walker SE, Thrasher AB, Mazerolle SM, Rager J. Challenges newly credentialed athletic trainers' endure during their transition to practice. *J Athl Train.* [in press].

What are stressors during the transition to practice?

- **Inadequate understanding of...**
 - How to structure hours
 - Clear job/role expectations
 - Where to get/order medical supplies
 - What supplies/how much
 - Physician referral and ordering MRIs
 - How does documentation work
 - Managing more than one team (prioritizing treatments)
 - Managing being the first AT at a high school





WHAT
CAN I
DO?!!



- Formalized process of supporting new employees as they are integrated into their new organization
- Ongoing process: 12-18 months

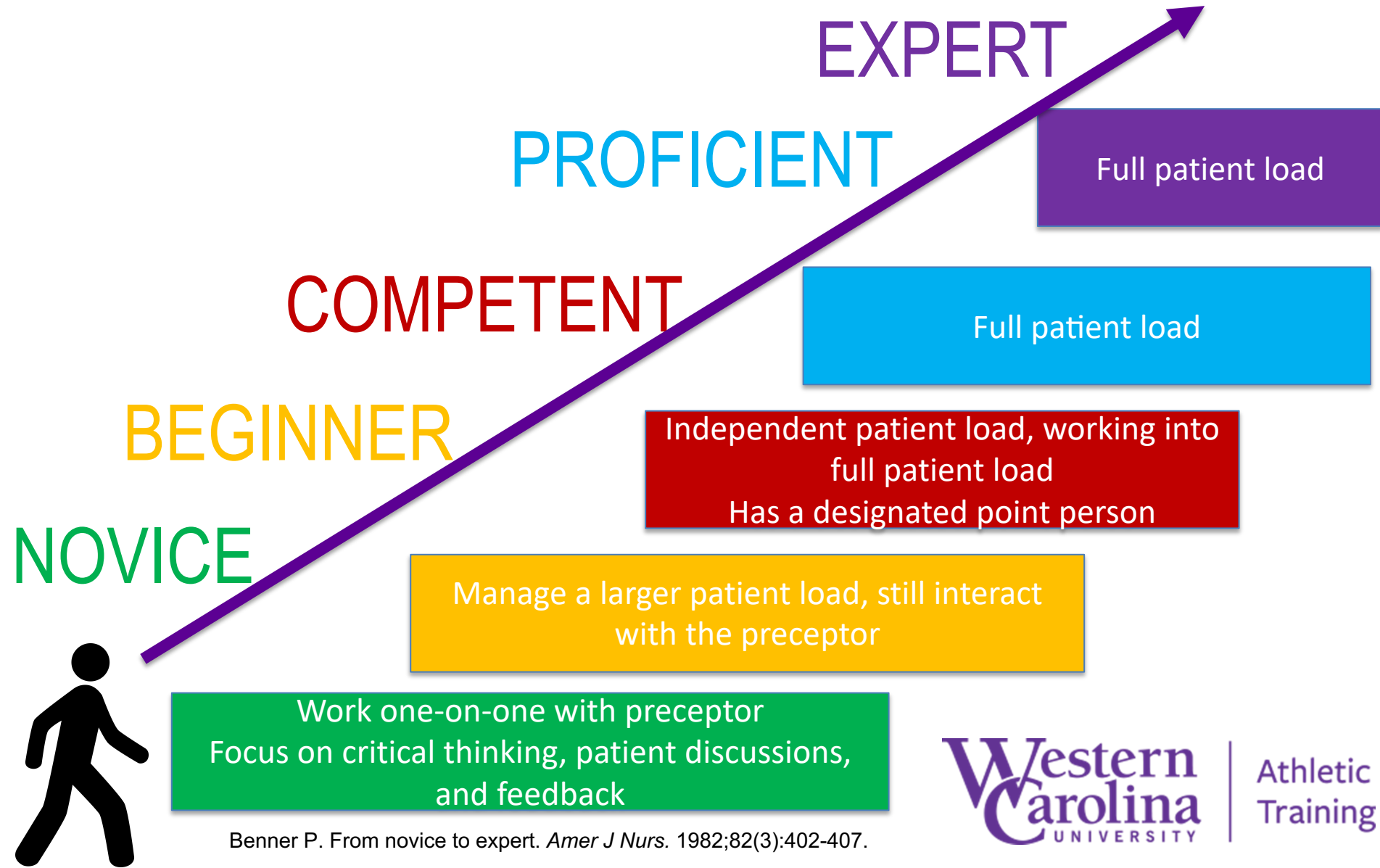


Models of Onboarding

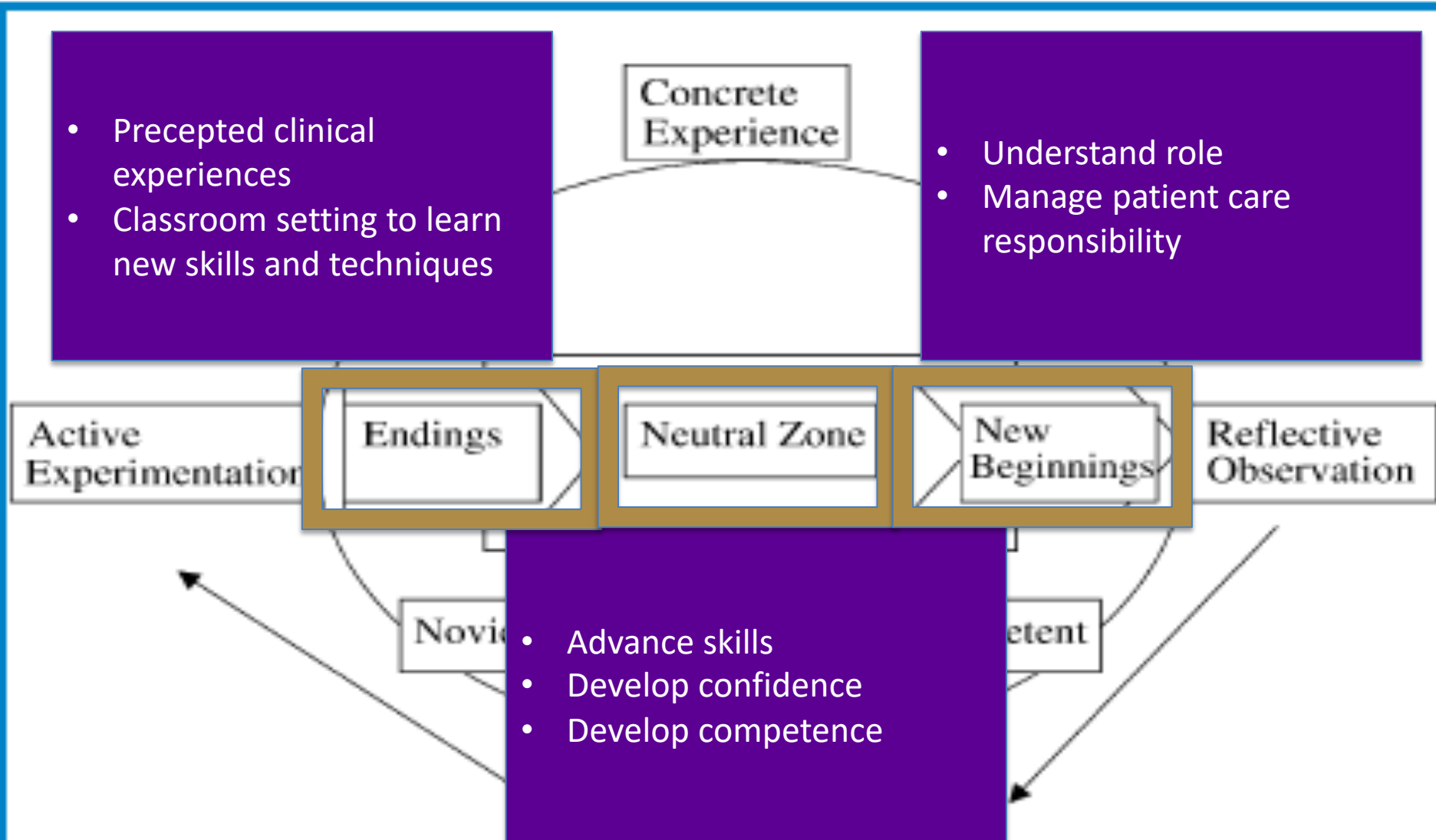
- Benner's Model of Skill Acquisition
- Process Model: from novice to competent
- Competency based
- Clinical and critical pathways



Skill Acquisition: From Novice to Expert

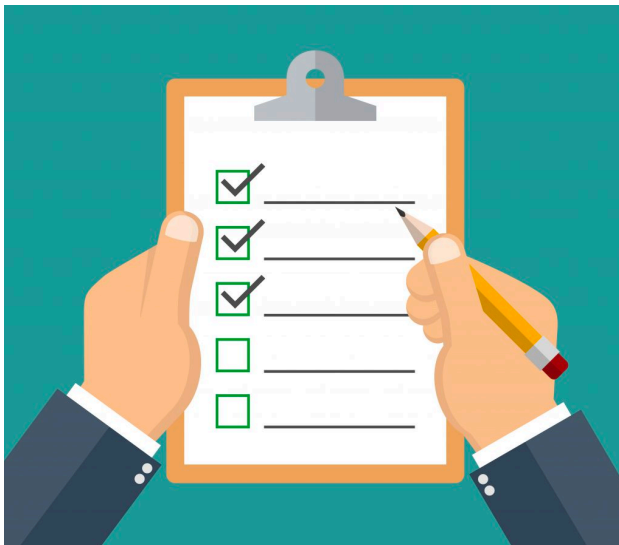


Novice to Competent: A Process Model

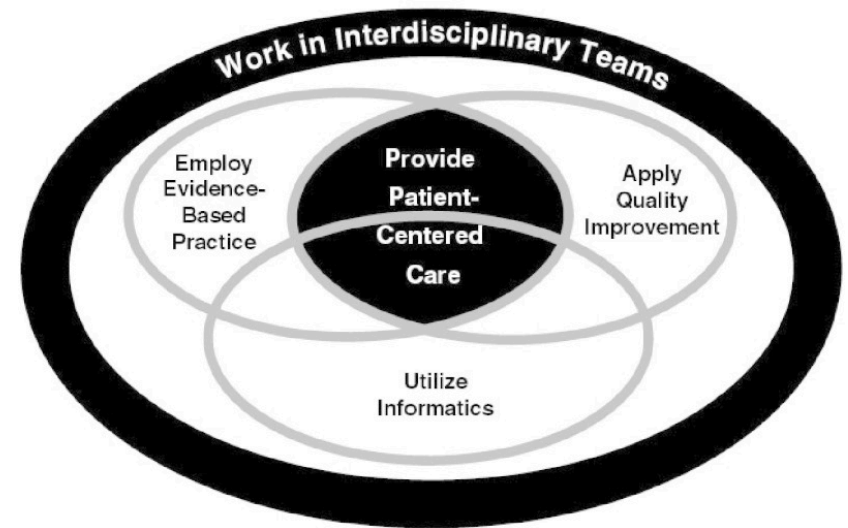


Competency-Based Onboarding

- Developed based on organizational needs
- Activities and learning modules to ensure competence



Overlap of Core Competencies for Health Professionals



Clinical and Critical Pathways

Phase One

Structured hospital orientation

Phase Two:

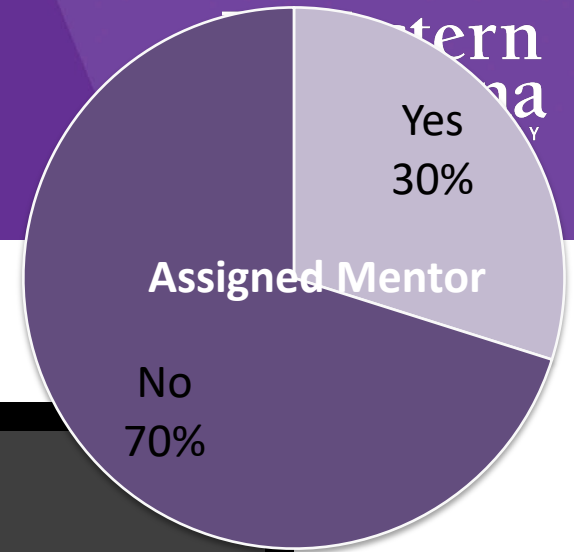
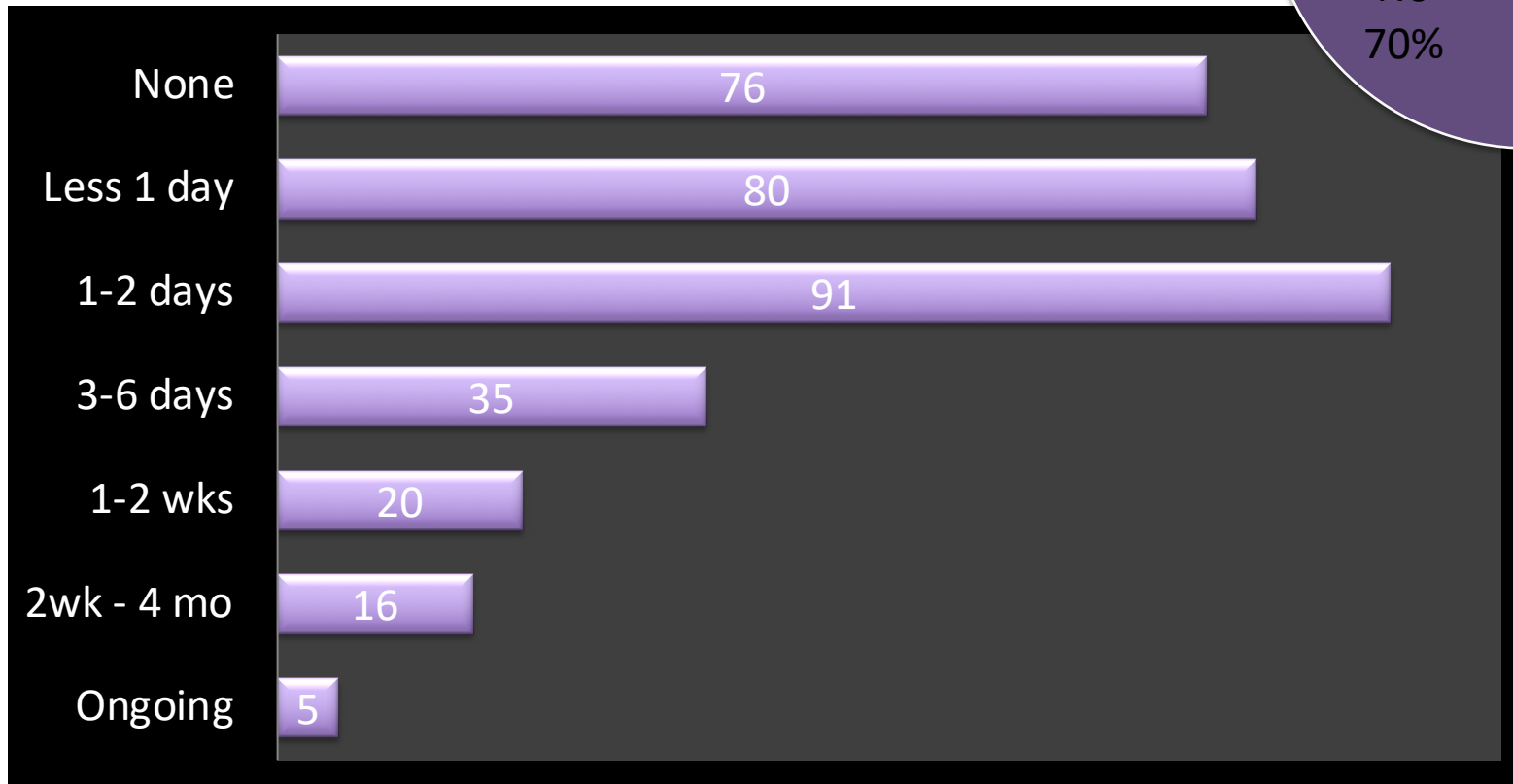
- Preceptor observation of patient interactions, documentation, and outcomes
- Feedback
- Individualized based on abilities, experiences, and education

Onboarding Program Components

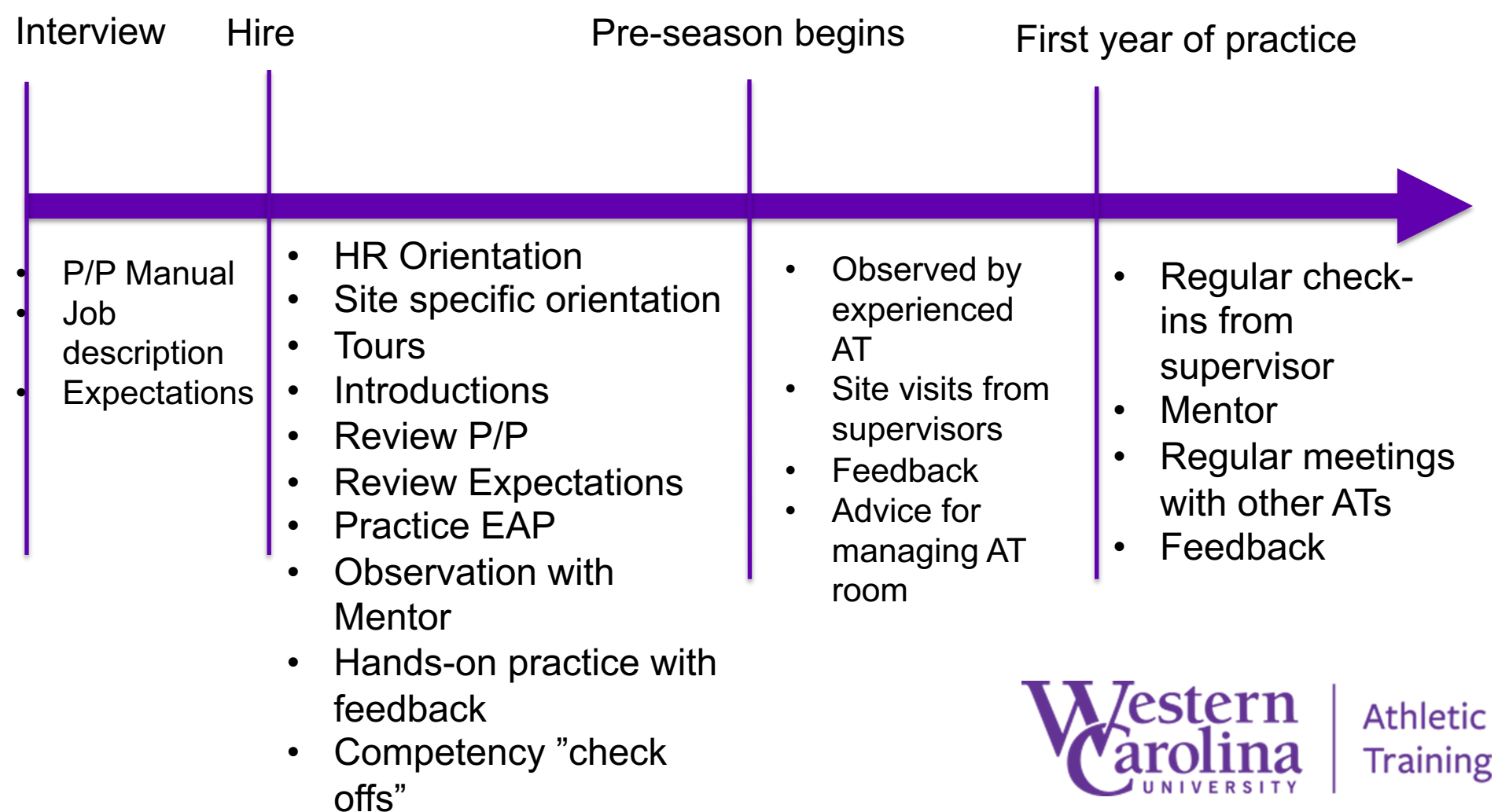
- **Length**
 - Up to 18 months
- **Programs**
 - Classroom/workshop learning
 - Patient discussions/rounds
 - Case studies
 - Online modules
 - Skills check-offs
- **Preceptorship**
 - One-on-one review of cases
 - Feedback
- **Support**
 - Program director/coordinator
 - Professional development staff

What is being done in AT?

Length of Orientation for new ATs



What do new ATs need?



A fluffy golden retriever puppy is sitting at a desk, looking down at a laptop keyboard. There are several papers scattered on the desk in front of it. The puppy has a confused expression on its face.

So how do
we do it??

**I HAVE NO IDEA WHAT I'M
DOING**



The illustration depicts a business onboarding process. A white ramp with the word 'ONBOARDING' in green letters leads from a white car at the bottom to a platform. Five business professionals are shown: a man in a suit at the bottom left, a man with a beard holding a phone, a woman in a business suit, a man in a purple shirt shaking hands with an older man in a suit, and two women clapping on the right. The background features blue stylized skyscrapers.

ONBOARDING

STRATEGIES

Thank you for your time!





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