Emergency nursing is a specialty that focuses on acuity and chief complaints based assessments/interventions, which is an approach unique to emergency nursing. Emergency nurses work in stressful, fast-paced, and time-constrained environment, requiring a fluid and continual process of knowledge acquisition and skill refinement. With a growing shortage of experienced emergency nurses, a variety of recruitment strategies must be implemented.

A strategy was established to develop the skills and knowledge of nurses with six months to a year of acute care experience in our institution. A ready-to-work emergency nursing workforce was successively expanded for the growing emergency service demands.

**Aim**

Expand the ready-to-work emergency nursing workforce to meet the growing demands of emergency services.

**Actions Taken**

- Hosted internal open house (figure 1)
- Developed comprehensive onboarding program
  - Individualized learning plans
  - Mix of in-class/clinical learning
  - Simulation based learning
  - Progressive knowledge/skill acquisition evaluation
- Created emergency-trained nursing float pool
- Reinvented educator just-in-time support model
- Established biyearly continuing education days

**Summary of Results**

Through the strategies implementation:

- Addressed skill/technical gaps early to prevent patient safety incidents
- Instilled confidence in the new emergency nurses
- Accomplished 94% satisfaction rate with orientation
- Successfully expanded ready-to-work emergency nursing workforce (figure 2)
- Achieved a balanced departmental nursing skill mix (figure 3)
- Significantly decreased agency nursing utilization (figure 4)
- Improved ED engagement scores