Next Steps:
- Explore possibilities of funding and purchasing simulators for UHS system.
- Develop research proposal to examine the benefits of using simulation with different skill and experience levels to help guide the RN in their pursuit of expertise from novice to expert. These benefits include:
  - Nurse retention
  - Improved patient outcomes
  - Improved nurse response in emergent situations
- Develop framework to guide instructors in the scenario development and use from the novice nurse to the expert nurse.
- Explore tools to survey nurses pre- and post-simulation training about the experience.
- Explore ability to videotape the training session to evaluate the scenario, and the instructor’s ability to help guide the student.

Experience: “A knowledge not gained by words but by touch, sight, sound, victories, failures, sleeplessness, devotions, love — the human experiences and emotions of this earth and of oneself and other men.”

~Adlai Stevenson

Metrics:
As a regional Level I trauma center serving Bexar County and 22 additional surrounding counties, and a teaching facility, complicated patients are seen here with many overlapping problems.

The new nurses (those with ≤ 1 year experience) are 12% of the total number of nurses practicing at UHS.

Combining 12% of new nurses with
- 67,682 annual EC visits
- 4,000 ICU admissions
- 10,000 ventilator days
explains the need for nurses with high proficiency levels.