

## Introduction

With the rapid growth of the profession, organizations are often adding genetic counselors (GCs) to their teams.

Minimal data are available on the time required to onboard GCs.

Insights into how long it takes for new team members to get established can help inform hiring and training strategies.

## Aim

We sought to determine how long it takes experienced GCs to become stabilized in a new position, as indicated by change in documentation time (how long it takes to write clinic notes).

## Methods

- Retrospective review of data from a national telehealth organization.
- Consults performed from 4/15/2019 to 4/15/2020.
- We examined data for newly hired GCs who worked  $\geq 20$  hours/week and had been with our team for  $\geq 8$  months.

## Results



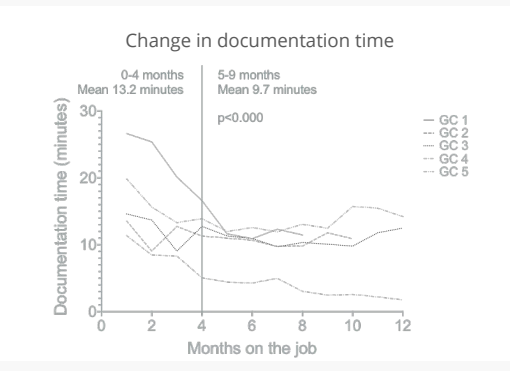
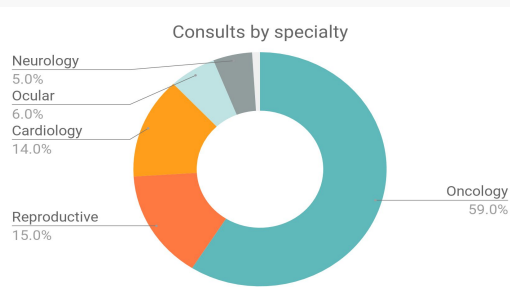
GCs

- 5 GCs
- Mean 13.7 years of experience



Consults

- 2537 consults
- 44% of consults in specialty new to GC



## Results



## Discussion

Experienced GCs' documentation time levels off around 4 months. Genetic counseling teams can use these data to set strategy and expectations for hiring and onboarding.

The considerable variance seen suggests potential to decrease longer documentation times. This may positively impact GC satisfaction and patient access.

Documentation time is just one possible indicator of onboarding. Future research could consider onboarding time for GCs with less experience as well as other indicators such as need for input from supervisors, self-efficacy, and patient volume.