

Preceptorship

*Back to the Future
of
Bedside Nursing*

*RPNAO Clinical/Leadership Fellowship
Completed by Tracy O'Neil, RPN
June 2010 - January 2011*

Outline

- Saint Elizabeth Health Care
- What is an RPNAO Fellowship?
- Why Preceptorship? - My Fellowship Journey
 - activities
 - findings
 - recommendations



Saint Elizabeth

- A community-based, not-for-profit, health care organization established in 1908 (over a century of experience)
- Over 1400 nurses working in 13 LHIN areas across Ontario and making over 3 million visits annually
- Full range of nursing services from maternal-newborn to palliative care
- Clients seen in the home, clinic, hospice or long term care facility



Saint Elizabeth

Vision: Honour the Human Face of Health Care

- culture of inquiry
- evidence informed decision making
- clinical excellence
- healthy work environments

- To achieve our vision, we support ongoing learning and professional development

- Fellowships are part of this strategy

RPNAO Fellowship

- **What is an RPNAO Fellowship?**
Opportunity to undertake a fully funded mentor-based internship within their workplace offered by RPNAO and funded by Ontario Ministry of Health and Long-Term Care. The program is the first of its kind for RPNs and requires selected applicants to develop, with a mentor, a learning plan and budget to address an identified gap within the workplace.
- **Topic - RPN Preceptorship in Home Health Care**

Why Preceptorship? My Story

- Out of the Comfort Zone
- My Preceptor - “The Power of One”
- See the Need
- “Be the Change You Want to See”



Nurstoons

by Carl Elbing





Fellowship Learning Objectives

- Determine the qualities of a phenomenal preceptor program/experience
- Understand current Saint Elizabeth preceptorship program
- Identify strategies to engage RPNs (nurses) as preceptors
- Make recommendation to enhance the Saint Elizabeth program based on findings

Key Activities

- Internal Training
 - New hire orientation review
 - Preceptorship training
 - “Train the Trainers” workshop
 - Time with mentor, corporate program leadership
- External Training
 - RNAO Preceptorship Workshop

Key Activities

- Literature search & review - factors affecting preceptorship
 - Magnet Organization Attributes
 - Generational demographics & other factors
- Interviews
 - Leadership – at Saint Elizabeth corporate and local sites
 - program champions
 - recent preceptors & preceptees



Preceptorship

- Preceptorship and mentorship in nursing have historically been a key element of the transition to practice and ongoing professional development.
- Preceptors not only assist in the development of clinical skills, but provide wisdom and insight into the profession and act as a buffer against the consequences of a new reality



Research on Student Preceptors

- *80% (of nursing student) reported that clinical experiences influenced their career plans, as did preceptors (40%) (DeCicco, 2008(b)).*
- *A positive clinical placement experience has a direct correlation with the ability to attract and recruit talent. 69% of students identified that they would apply for a job due to a positive clinical experience (DeCicco, 2008(b)).*



Findings: Generational Differences

Boomers (1946-1964)

- Loyalty / long service
- Strong work ethic
- “Work is everything”
- Great knowledge & experience that we need to capture before they retire!

Gen X (1965-1980)

- Latch-key generation developed early independence
- Prefer work-life balance
- May be good fit for home care



Saint Elizabeth
Well beyond health care

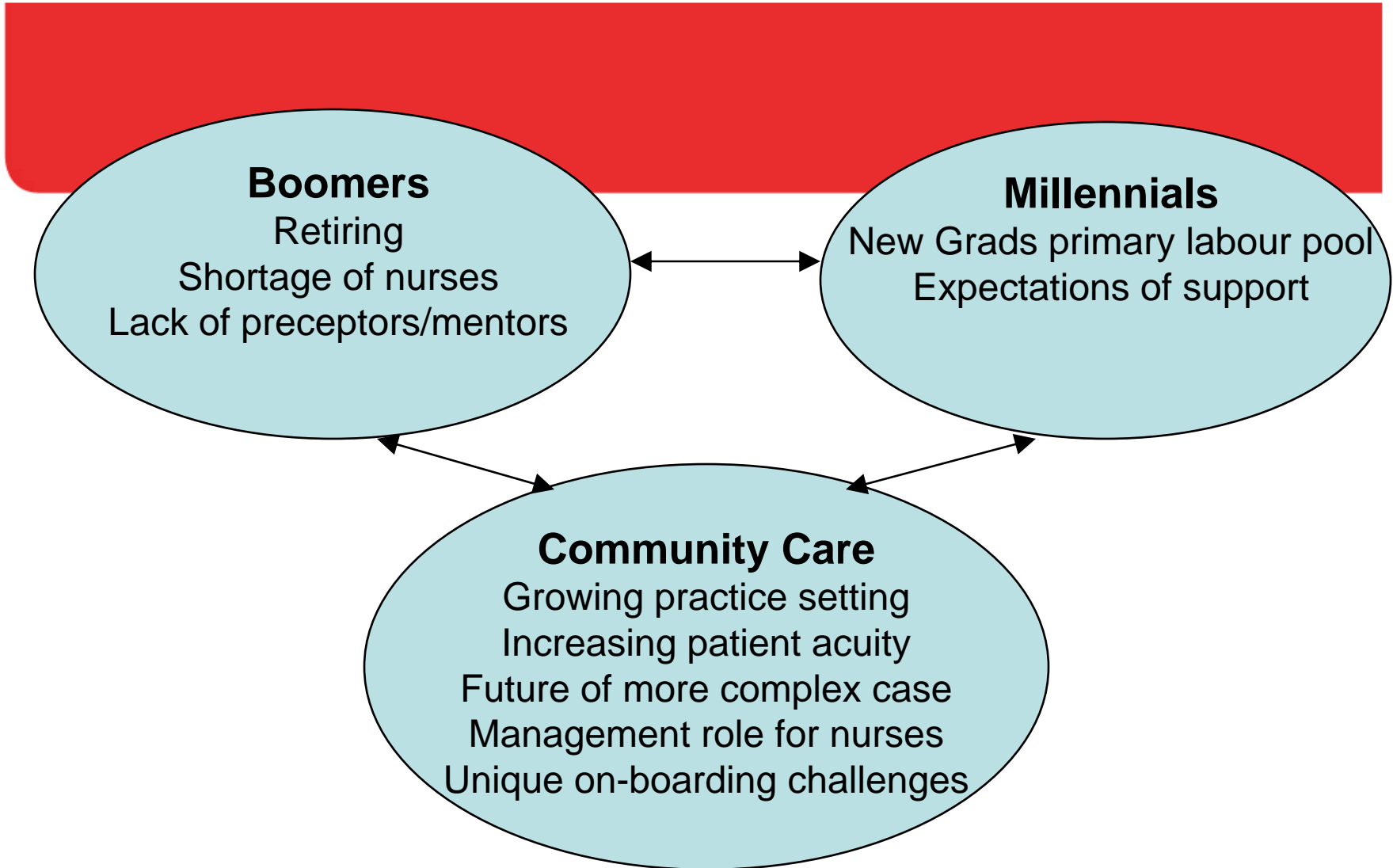
Here Come the Millennials!





Millennial Generation (1980-2002)

- Aka “echo boomers” estimated to be larger cohort than Boomers - will dominate the workforce in the next 20 years
- Have experienced high levels of support and coaching from parents, teacher & others with highly structured time, lots of positive feedback and encouragement
- Research shows that millennials expect:
 - extensive orientation programs
 - are more likely to respond to clear structures such as internship or residency programs
- Will be attracted to organizations that fulfill these needs but will quickly leave if their expectations are not met (Kramer, 2008)





Findings

- Converging factors make this an even more critical time to review on-boarding process
- Understanding job stages and generational preferences are future keys to recruitment and retention



Findings: Challenges

- Engaging RPNs (nurses) in preceptor role
 - time, workload challenges
 - nurse shortages
 - may not be seen as a leadership or career laddering position
 - addressing job & life stages

Recommendations

Engagement

- Re-marketing of preceptor role
- Re-visit CNO expectations starting at school level
- Address motivational strategies / compensations based on job/life stages



Recommendations

Partnerships

- Implement a more formalized and longer support structure such as an internship - possibly target at specialties *i.e. palliative care*
- Enhance the image of home health nursing as a viable career option
- Create a long-term vision to establish academic partnerships and learnership opportunities



Academic Partnership and Learnership

Internship

- up to 12 months post-grad or throughout career
- paid while learning

Learnership

- partnership with academic institution; begins in clinical placement phase prior to graduation
- up to 12 months
- paid while learning
- opportunity to recruit the best and the brightest at the school level



Examples

S.P.R.I.N.G.

Social and Professional Reality Integration for Nurse Graduates, the Johns Hopkins Hospital and University School of Nursing

Type of internship developed to meet the need for a longer, more formalized support structure for new nurses

One-to-one mentoring is key component of the program, along with pre-planned ongoing education sessions (Newhouse et al, 2007).

Ottawa Hospital

Preceptorship and mentorship are a foundation of their internship structure,

Includes a series of planned education days throughout the 12 months and

Ongoing support for both the preceptors and interns

The hospital realized an estimated savings of \$360,000 per year in turnover costs as well as an increase in the preceptor base (Smith, 2008)



Summary



The Ripple Effect...

Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around. People come into our lives for a reason, a season, or a lifetime.

~author unknown~

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