


Regional Solutions to the Preceptor & Faculty Shortage: A National Review

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 **MIDWEST Clinical Instruction**
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Envision...



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By the end of this session, we will be better able to:

- 🗣️ Describe national and regional efforts to collectively address nursing workforce issues specific to preceptor and clinical instructor development
- 🗣️ Discuss similarities and differences in various proposed solutions to the unique professional development needs of preceptor and clinical instructors
- 🗣️ Analyze position statements aimed at improving support for preceptorship and clinical educators regionally and nationally



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National Efforts

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From HRSA's Grant Call: MCIRN



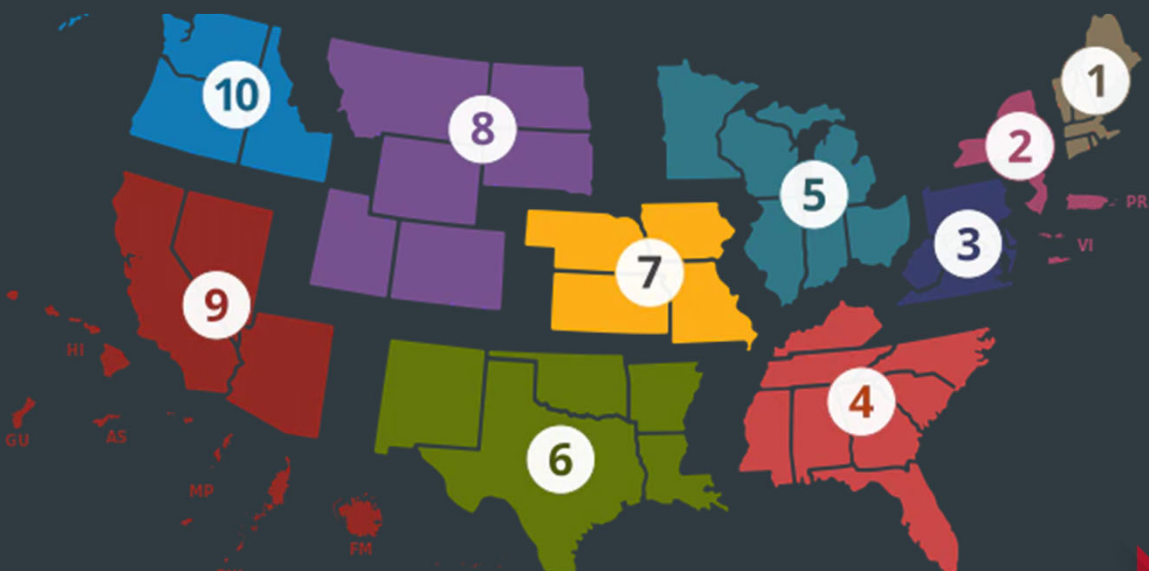
Verbiage from the
RFP

“With the implementation of the NEPQR-CFPA Program, entities will have the capability to provide the support and resources to train clinical faculty and preceptors and provide quality formalized training to support the recruitment and retention of clinical nursing faculty and clinical preceptors.”



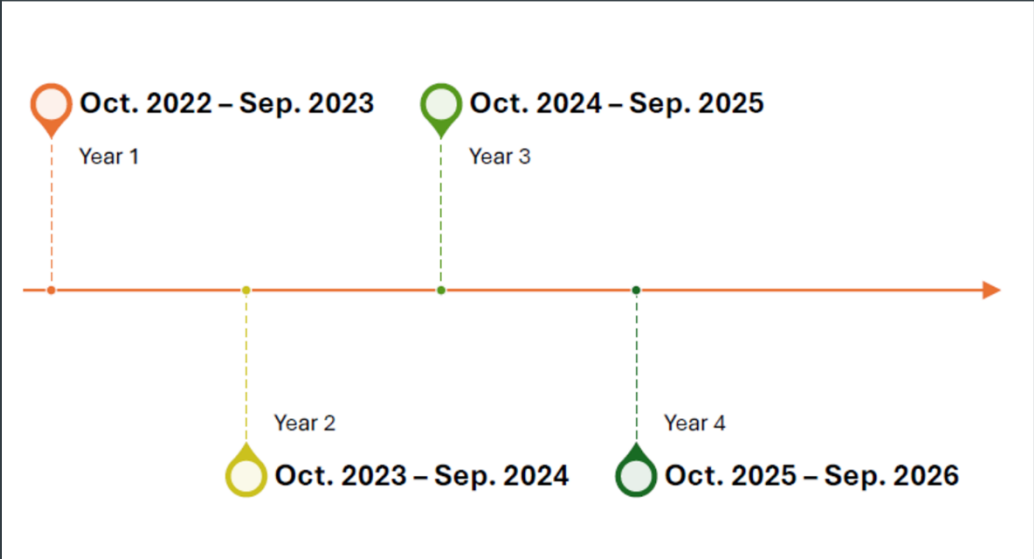
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National Delegation; Regional Approach



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Grant Timeline



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HRSA Awardee Snapshot

| Region | Live Training | Webinar | On demand modules | Online Resource | Non-Academic Partnerships | Outcomes Educational | Outcomes Other | Innovation |
|--------|---------------|---------|-------------------|-----------------|---------------------------|----------------------|----------------|---|
| 1 | X | X | | X | X | X | | Newsletter Podcast |
| 2 | | X | X | | | X | | Mentors microlearning |
| 3 | | | X | | | X | | |
| 4 | X | | X | | | X | | Train the Trainer (TTT) |
| 5 | X | | X | | X | X | | NP Focus |
| 6 | X | | X | | X | | | NLN CNE |
| 7 | X | X | X | X | X | X | X | Video Sims Microlearning Partnerships NP Focus TTT |
| 8 | X | X | X | | X | X | | Rural focus |
| 9 | X | | X | | X | X | X | Brenner model TTT, Andragogy |
| 10 | X | X | | X | | X | | Newsletter, MSN scholarships |



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Activity

Consider the table we just reviewed.

- 🗣️ Do you notice themes?
- 🗣️ What resonated as possible ideas or solutions for you?



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Regional Efforts

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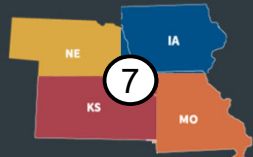
Region 7 Activities

All four states are invited to participate in the grant aims as follows:

- Regional survey
- Training design and support
- Preceptor program materials
- Community of Practice
- Data base access
- Website posting and centralized resources



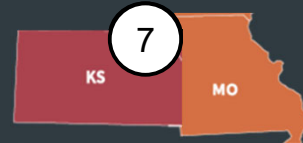
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- Regional Innovation Summit
- Advanced Preceptor Fellowship
- MCIRN Website
- Preceptor CoP



- MCIRN Process Precept
- Facilitator Focus
- NP PRIME Preceptor
- *Educator Advance*
- *Administrative Advance*



- *MHA-KHA Preceptor Academy-MCIRN Collab*
- KNWC Regional Needs Assessment



- *UI Online Preceptor Training-MCIRN Collab*
- IA-ANPD conversations
- Podcast cross promotion

• 300 Nurses Trained to date



Regional Collaborative Products



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Regional Efforts

What should be next?
Extend into “other” outcomes?



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Community of Practice Focus Groups

Geographic Representation:

Nebraska, Iowa, Missouri, Kansas

Focus Group Dates:

July 8-17

Participants:

26 stakeholders including:

- 🌐 Hospital nursing leaders and CNOs
- 🌐 Nursing school faculty and administrators
- 🌐 Clinical educators and preceptors
- 🌐 State nursing organization representatives
- 🌐 Rural and urban facility representatives



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Overarching Themes



Agree or Disagree?



1. The "Brand Image Problem"

Participants identified broader professional challenges: *"I think some of the reason is we have a brand image problem. You know we have multi generational workforce and those entering the workforce have different expectations than...the 20-year nurses."*



2. Rural-Urban Resource Disparities

Small facilities face unique challenges: "Small hospitals are really hard because there's no one dedicated to anything really. Everybody does so many different things." One rural educator noted: "I'm the only education person in my entire building for our three outlying clinics...attached to clinic and hospital."



3. Post-COVID Workplace Transformation

The pandemic's lasting impact: *"There's a pre COVID and a post COVID era...it looks entirely different post COVID."*



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Activity

Pick the theme that you think most impacts your preceptors and clinical instructors and get together with others who have chosen this theme too.



Write additions or clarifications to the theme on paper provided



Record possible solutions if money was limitless on paper provided



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Discussion Time!



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Activity

Based on our discussion so far, what do we want to tell policy makers about the needs of nursing education and clinical training?

- 🗣️ We will construct these statements together and analyze the need for change or further development.



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Wrapping Up



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