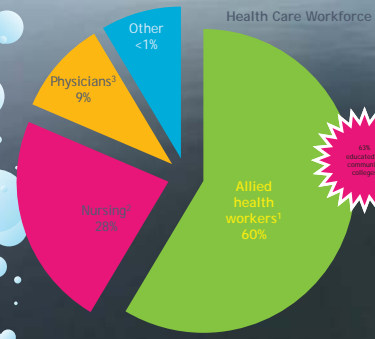


# The Preceptor Connection: Waking the Sleeping Giant

Presented by:  
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# Health Care Workforce



Over 200 individual allied health professions.

Represents 6.3 million allied health workers in the United States

- Clinically trained using the preceptor model
- Over 50% of RNs are prepared at community colleges
- Clinically trained using the nursing model; some programs beginning to shift to the preceptor model

<sup>1</sup>[http://explorehealthcareers.org/en/Field/1/Allied\\_Health\\_Professions](http://explorehealthcareers.org/en/Field/1/Allied_Health_Professions) (2016)  
<sup>2</sup>[http://www.truthaboutnursing.org/faq/m\\_facts.html](http://www.truthaboutnursing.org/faq/m_facts.html) (2008 - 2016)  
<sup>3</sup><http://www.washingtonpost.com/news/10-year-health-care/2015/01/09/a-facts-99999-doctor-education-by-2025-median-graduation-year/2015/01/09/> (2015)

# Tsunami or Perfect Storm ???!

## Grey tsunami

- Retirements
- Average age of health care workers is 54



## Increased access / Affordable Health Care Act

## Allied health program capacities



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# Allied Health Preceptor Academy / Preceptor Connection Workshops

Training program for clinical instructors/preceptors for schools or those interested in learning more about teaching.



## Fields represented:

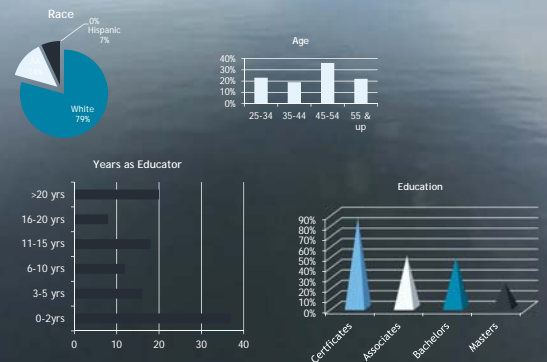
- EMT/Paramedics
- Firefighters
- Laboratory Technicians
- Massage Therapy
- Medical Assisting
- Nursing - 2<sup>nd</sup> year
- Polysomnography
- Phlebotomy
- Radiology Technicians
- Respiratory Therapy

*Mission: to develop qualified health care professionals for the role of clinical educators, in order to prepare students to enter the workforce and expand and sustain enrollments in Allied Health and nursing programs.*

# Topics

- What is the context for clinical instruction?
- What does it mean to be a clinical instructor?
- Establishing relationships with students
- Diversity in the workplace, including generational diversity
- How to evaluate students' clinical performance
- How to prepare for the workplace
- The importance of precepting
- Benchmarking skills to document progress
- High intensity precepting
- Bullying

# Allied Health Preceptor Academy Demographics



# PRECEPTORS

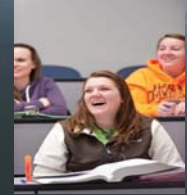


What percentage of your department staff serves as a preceptor, either for new employees or students?



# Educating the Allied Health & Nursing Student

## Theory



# Educating the Allied Health & Nursing Student

## Lab



[www.meritallied.edu/healthsciences](http://www.meritallied.edu/healthsciences)

# How Does Clinical Education Improve and Expand Student Learning?

## Knowledge in Waiting

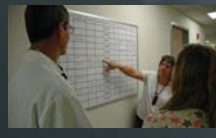
- Cognitive
- Psychomotor
- Affective



# Educating the Allied Health & Nursing Student

Clinical – Converting knowledge in waiting to knowledge in use

## Clinical



# Definition of a Preceptor



- Teacher
- Trainer
- Mentor
- Educator
- Guide for novices
- One-on-one teacher
- Supporter
- Experienced expert

A person who guides a student or new employee through the protocols and procedures of the unit.

## Who is in the Fishbowl?



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## Proposed Pedagogy: Cognitive Apprenticeship - Two Components

### Component I: Traditional Apprenticeship



- Modeling/Observation
- Coaching
  - Directive
  - "Tricks of the Trade"
- Scaffolding/Fading

## Proposed Pedagogy: Cognitive Apprenticeship - Two Components

### Component II: Cognitive Apprenticeship

Elements of traditional  
apprenticeship *plus*

- Articulation
- Reflection
- Exploration

## Different vs Deviant



## SOCIALIZATION IN HEALTHCARE

- Process by which organizational culture is internalized/ conveyed from established members of a profession to newer members
- System of shared practices and attitudes
- Helps to inform through both formal and informal interactions
- VIP: meetings, mentoring, literature, jargon, coffee breaks, stories of past, even gossip

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## Preceptor Characteristics

### MOST important:

- Enthusiasm
- Accepting new employee/ student and being a friend
- **Expert in field/  
years of  
experience**

### MOST damaging:

- Bullying behaviors: negative, insulting, non-responsive, threatening, lack of time
- Lack of knowledge
- Not setting expectations



## Go Back in Time .....

Reflect on when you were a student, preparing to enter your clinical training phase for the very first time ...



## Clinical Experience Reflections Student & Preceptor Perspectives!!!

What surprised you *most*?

What frightened you *most*?

What excited you *most*?

What was your *most* powerful learning experience during clinical?



## The Participants understand ... but ...

They can...



- Make a difference in retention rates of new employees – but they do not transfer that insight to other institutional challenges
- Generational differences exist and both millennials and boomers are frustrated – But they are at a loss at how to bridge that gap

## Usefulness of the information



- 95% of participants indicated the topics presented impacted their work 50% of the time or more!!

- Preceptors could serve as a powerful conduit to deliver the institution's mission and core values to the patient bedside

## Who Is in the Fishbowl?



## Waking the Sleeping Giant of Preceptor Power and Influence

1. Acknowledge and celebrate the role of preceptor

2. Establish a pedagogy for clinical instruction

Train preceptors

- Allied Health Preceptor Academy
- Preceptor Connection Workshops (E & O Consulting)

4. Cognitive apprenticeship

- Web-based asynchronous discussions
- Simulation Technology



[dross340.deviantart.com](http://dross340.deviantart.com)

This program made me sit back and remember when I was a student. When interacting with my students I will put myself in their place.

I will definitely work on my communication lines so that trainees feel more comfortable talking to me and expressing their concerns. Also will take more responsibility for my trainee and stay more focused on them and their success. Try to become a role model for my trainee.

This class helped me boost my confidence as preceptor in handling student.

I thought it was an excellent workshop. Just what every person who deals with students in some way should attend.

I need to adjust for generational differences when I precept.

I learned how much fear can play into a student's ability to critically think...I never thought an intern might be afraid.

I need to recognize as a preceptor I am a fish in the bowl. I need to provide a professional environment for students.

It meant a great deal to be recognized for the role that we play when interacting with the students as an important one.

Bedankt

Dien Dank

Merci

Teşekkürler

THANK YOU

شكراً

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Dziękuję

Grazie

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