

Recruit, Retain, Reward: Exploring Preceptorship in Nursing



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Preceptorship in Interior Health

High standards of teaching within Interior Health are created by fostering the preceptor-preceptee relationship in the clinical setting. This collaborative process enables growth in both the student and the nurse. Understanding how to best support nursing preceptors is integral in optimizing positive student experiences.

Current Concern

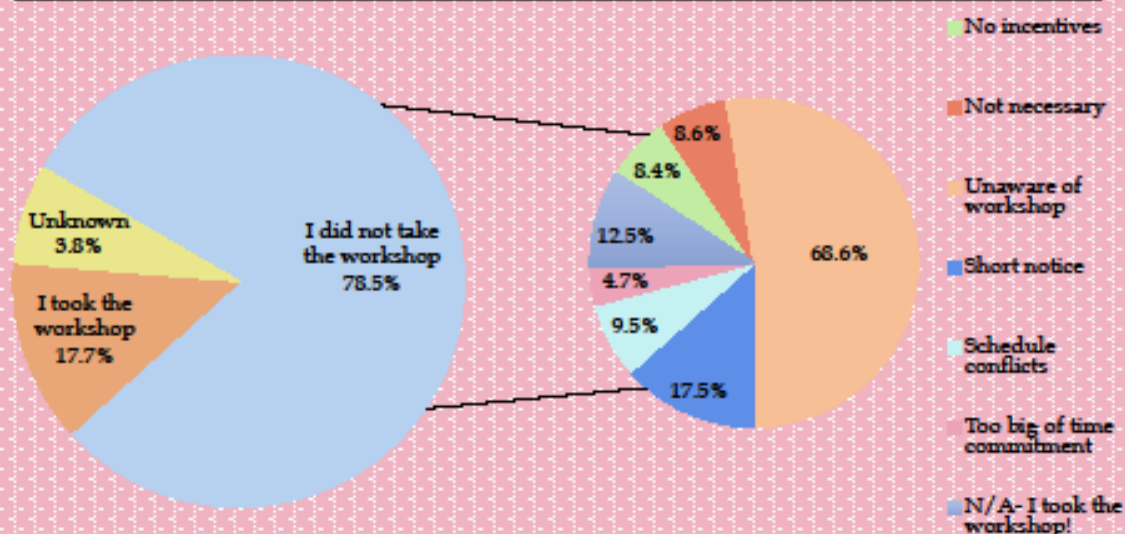
Interior Health offers yearly preceptorship workshops which are grossly under utilized. Addressing how to engage nurses to participate in this valuable training will in turn enhance student learning.

Objectives

- ❖ Identify strengths and weaknesses of the current preceptor workshop
- ❖ Determine factors for low attendance in workshops
- ❖ Explore appreciation for preceptors

Method

Using a 10-question, anonymous email survey, we gleaned nurses' experiences in their role as a preceptor. We received 525 responses and their feedback in concert with evidence-based literature of existing preceptorship models will inform our recommendations for change.



Recommendations for Change

- ❖ Bridge the gap between the health care facilities and educational institutions
- ❖ Consult with British Columbia Nurses' Union to provide preceptorship incentives
- ❖ Increase promotional avenues to raise awareness of upcoming preceptor development workshops



Thank you to our field guide Lois Pierik, our Nursing 431 instructor Sue Hackett, and each nurse that participated in our survey.