

Increase Preceptor Clinical Skills Confidence with Skills Lab

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Background

Preceptors play an essential role in successfully onboarding newly graduated nurses in healthcare. Initial preceptor assessments indicated that 28.3% lacked confidence in teaching technical skills to their preceptees. This lack of confidence can result in hospital acquired conditions or patient harm if skills are not taught correctly and validated.

Objectives

To Increase preceptor confidence in teaching technical skills to newly graduated nurses transitioning to practice.

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Course Description

Monthly 1.5-hour skills workshops were introduced by NPDSs to provide preceptors with an opportunity to practice clinical skills they were responsible for teaching newly graduated nurses transitioning into practice. Prior to and after each workshop, participants complete a self-assessment tool rating their confidence performing and teaching each skill on a scale from one to five. Level 1 represents a lack of confidence whereas Level 5 represents confidence in the ability to teach and perform the skill independently. The skills measured in the pre, and post session assessments were chest drains; tracheostomy care; indwelling pleural catheters (IPC); head-to-toe assessments; central venous catheter (CVC) and peripherally inserted central catheter (PICC) draws; and patient-controlled analgesia (PCA) pumps.

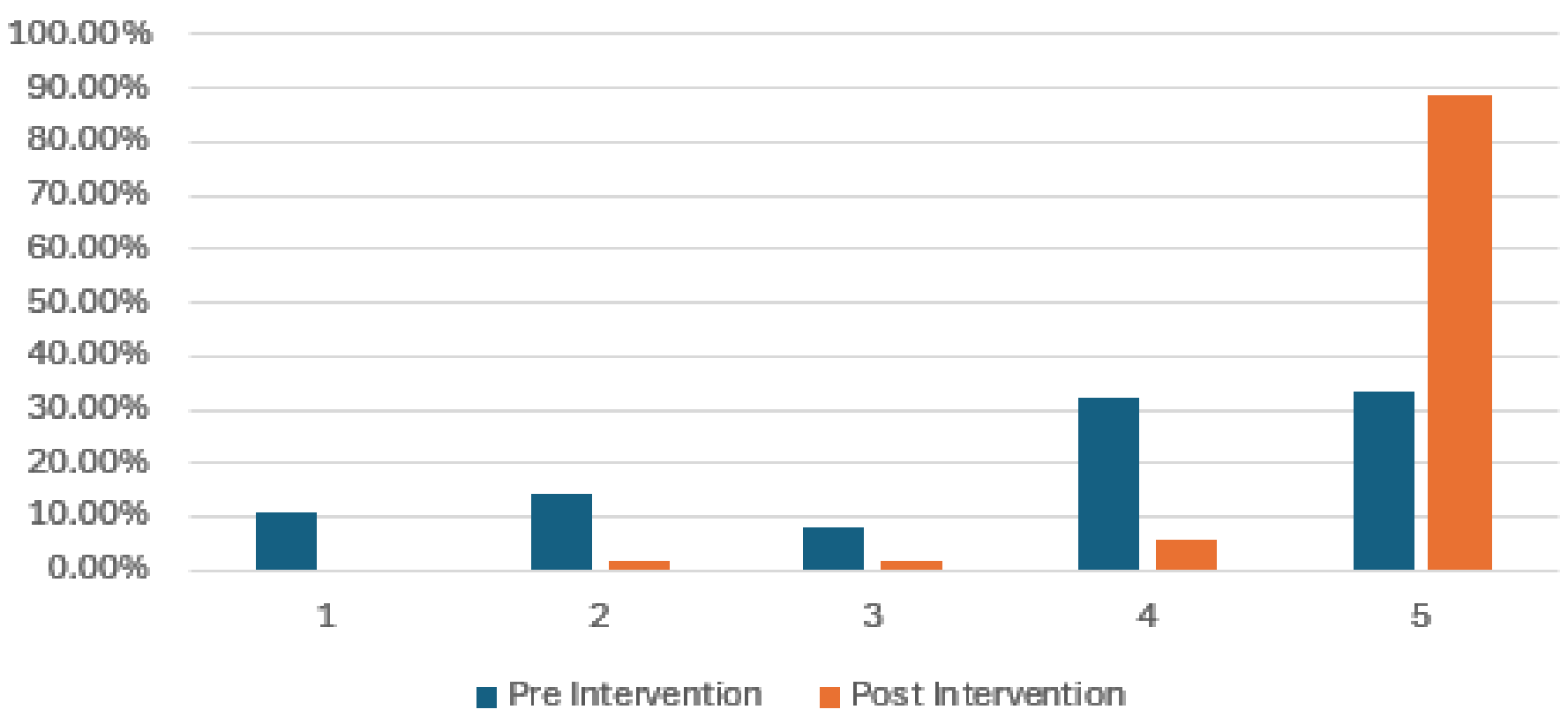
Florida - Open Skills lab for Preceptors					
Pre-Self Evaluation Tool					
Thank you for participating in the FLORIDA - Open Skills Lab for Preceptors. Please complete the post-attendance self-evaluation tool to help us understand how participation supported your learning needs. Use the lowest rating for any of the skills sub-section					
Skills	1 Not Comfortable with the skill	2 Somewhat Comfortable	3 Comfortable (I can do it independently, but I may not be able to teach it)	4 Need a little refresher only	5 Proficient- Can perform & teach it independently
Chest tube <ul style="list-style-type: none"><li>Set-up</li><li>Obtaining sample fluid</li><li>Changing the canister</li><li>Complication management</li><li>IO documentation</li></ul>					
Trach Care <ul style="list-style-type: none"><li>Cleaning</li><li>Suction</li><li>Dressing/lines change</li><li>Complication management</li></ul>					
PleurX Catheter <ul style="list-style-type: none"><li>Drainage of fluids</li><li>Safety measures</li></ul>					
Assessments <ul style="list-style-type: none"><li>Head to toe</li></ul>					
CVC/PICC blood draw					
PCA Pump <ul style="list-style-type: none"><li>Programming</li><li>Complication management</li><li>Documentation &amp; Dual sign off</li><li>Change in pump settings</li><li>Discontinue/ waste</li></ul>					

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Outcomes

The post self-assessments indicated a marked improvement in the preceptors' confidence on the six skills covered in the workshop. The preceptors' self-assessment indicating low confidence scores ranging from 11%-14.4% pre-intervention to 0%-2% post-intervention. The high confidence scores improved from 33.3% baseline to 88.9% post-intervention.

Participants Self-Reported Survey Data



Conclusion

Due to workforce limitations, less experienced nurses are being asked to precept newly graduated nurses transitioning into practice. Validation and reinforcement of the technical skills of nurses who are precepting the new graduates is an important strategy to ensure that proper techniques are being taught. A structured NPDS-led preceptor skills workshops is a viable method to support preceptor confidence and positively impact patient outcomes.