

Practice Readiness Program

Preceptor Research

Preceptor Data

Years of RN experience		
1 or less	23	14%
1-2	44	27%
3-5	39	24%
6-10	32	20%
11-15	13	8%
16+	11	7%
Years of preceptor experience		
1 or less	83	51%
1-2	25	16%
3-5	24	15%
6-10	20	12%
11-15	7	4%
16+	3	2%
Earned degree		
ADN	29	18%
BSN	118	73%
MSN	15	9%

The preceptors were recruited using an IRB approved convenience sampling of nurses who were assigned to work with a senior nursing student. The majority of preceptors identified as female, ages 20-39, and White or Hispanic. These demographics reflect the identified gender and race of Maricopa County where the project was conducted. The preceptors were from 12 different hospitals in 3 health systems.



Dyad Placement

Clinical Facility	Number of Dyads	Percentage of Overall
Banner Health	142	57%
Dignity Health	27	11%
Honor Health	81	32%

Measures

Preceptors completed surveys at baseline, after training, and after applying training with a student. 95 preceptors completed a full set of 3 surveys. The surveys contained the Preceptor Self-Efficacy Questionnaire (PSEQ), the Psychological Capital Questionnaire (PCQ), the Job Engagement Survey short form (JES), turnover intent, and satisfaction with the training.

The PSEQ measures confidence in the preceptor role. The PCQ measures wellbeing in four subscales including efficacy, hope, resilience, and optimism. The JES uses 8 statements to measure engagement. Turnover intent was measured with a single question about intent to leave the position. Satisfaction was based on experience with organizational training at baseline and with the enhanced training modules after training.

"I really enjoyed this preceptor training program. The modules were very enjoyable and useful. I have gone through institutional preceptor training before but these modules put many things in perspective."

Results

Preceptors demonstrated a statistically significant increase in self-efficacy ($p < 0.05$) at each time point and overall using repeated measures ANOVA. Preceptors also demonstrated a statistically significant change in wellbeing among the following statements:

- Efficacy subscale – significant change in 5 of 6 statements
- Hope subscale – significant change in 4 of 6 statements
- Resilience subscale – significant change in 3 of 6 statements
- Optimism subscale – significant change in 2 of 6 statements

Preceptors demonstrated an overall statistically significant increase in job engagement and satisfaction with the training. There was a slight increase in turnover intent (rarely to sometimes thinking about leaving).

"I particularly enjoyed the scenario-based questions, especially since they are taken from real-life experience...I enjoyed the well-being slides and the information regarding the development of critical thinking."

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Student Research

Methods

Student participants were recruited through an IRB approved convenience sampling design. Students at UA, ASU, Arizona College, Grand Canyon University, and Gateway Community College.

Through repeated cross-sectional design, participants self-reported responses to the 2008 Casey-Fink Readiness for Practice Survey © 2008. The Casey Fink Readiness to Practice survey was administered to participants in a pre and post assessment of their transition to practice clinical rotation during their final semester of the nursing program.

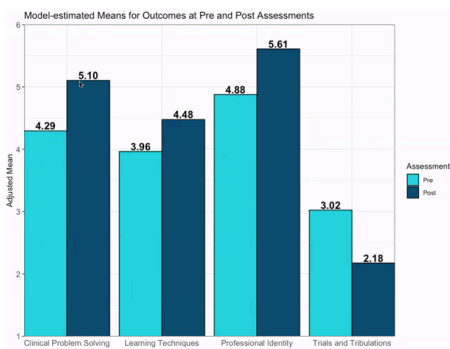
Of the 250 students surveyed, 88% were female and over 84% of participants were less than 31 years of age.



Results

Academic Institution	Number of Students	Percentage of Overall
Arizona College	35	13%
Arizona State University	108	41%
Gateway Community College	14	5%
Grand Canyon University	30	11%
University of Arizona	78	30%
Program Level		
ADN	14	5%
BSN	162	61%
BSNIH	48	19%
MEPN	41	15%

For all 4 subscales, statistically significant values between pre and post assessment surveys ($P < 0.05$).



Measures

CFRPS © 2008 is self-report about level of comfort/confidence performing key activities that relate to perception of readiness for practice.

4 Subscales:

- Clinical Problem Solving
- Trials & Tribulations
- Professional Identity
- Learning Techniques

Higher scores in clinical problem-solving, learning techniques, professional identity, and lower scores in trials and tribulations indicate a higher level of readiness for practice.

Overall result, students demonstrated a higher level of readiness to practice after participating in a precepted experience in the Maricopa County Practice Readiness Program.

88.5% of graduates from the Maricopa County Practice Readiness Program report feeling prepared to handle a multiple patient assignment.

"I definitely feel more prepared to enter the nursing practice. I noticed the nurses at the facility were talking about how they had to complete a preceptor training course, which I think was likely helpful because they were great leaders and helped me prepare to become a nurse. My preceptor was great at giving feedback in an appropriate manner and made me feel comfortable in making my own decisions, but also knowing that she was there to oversee everything I was doing."