



Turnkey Workforce Solutions

Though interest in baccalaureate nursing programs is strong, thousands of qualified applicants are being turned away. According to the American Association of Colleges of Nursing, in 2020, more than 80,000 qualified nursing school applications were not accepted primarily to a shortage of clinical sites, faculty, and resource constraints.

The Michigan Health Council and the Michigan Health & Hospital Association are pleased to announce two offerings as means for strengthening the nursing workforce.

Clinical Faculty Academy

If the time and materials needed to train nursing students is preventing you from offering more clinical rotations, the Clinical Faculty Academy (CFA) is the remedy. The CFA is a virtual training program preparing nurses for the role of clinical instructors. The interactive training materials, based on adult learning theory, have been piloted, critically reviewed and are consistent with the National League of Nursing clinical competencies. A nurse with a baccalaureate degree is eligible to complete the CFA to become a clinical instructor. The CFA education modules consist of:

- Legal issues in clinical education
- Student learning in the clinical setting
- Clinical evaluation concepts and processes
- Clinical evaluation tools
- Multiple roles – from staff to teacher
- Conducting pre-clinical and post-clinical conferences
- Dealing with difficult students in the clinical setting
- Creating a positive learning environment

The CFA and the NPA are complimentary all-inclusive turnkey programs. Organizations that decide to use the academy materials will receive templates for producing the manuals, instructor's and administrator's guides, slides, evaluation forms, and other sample documents. These organizations will also receive a password to a secure website to access future updates to the academy materials.

Nurse Preceptor Academy

You can better onboard nurses and allied health staff by using the Nurse Preceptor Academy (NPA) as the bridge. The NPA is a virtual training program for nurses and allied health professionals to be able to acclimate new nurses, students and employees to the rigors of the hospital environment and validate competence, often resulting in reduced attrition. Content areas include:

- Overview of the preceptor's role
- Identifying learning needs and strategies
- Critical thinking
- Workplace socialization
- Conflict resolution
- Self-awareness/emotional intelligence
- Legal considerations

WHAT PARTICIPANTS HAVE SAID...

I could not have made it through my first clinical teaching experience without the Clinical Faculty Academy. Now, three years later, I am working as a full-time instructor.

This is a great program that would help nurses who really want to be educators and don't know where to begin.



To learn more about this offering visit michigancenterfornursing.org/toolkits or contact Ana Hornburg at ana.hornburg@mhc.org.