

Strengthening the Capabilities of ENs Through 3As Approach in eLearning Design

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1. Project Summary:

3As (Activate, Augment & Advance Self-regulation) approach was adopted in the design of 2-tiered self-directed eLearning Reskilling Programme to reskill and upskill 270 YH ENs to full practice aligned with SNB's 2023 guideline by early 2026.

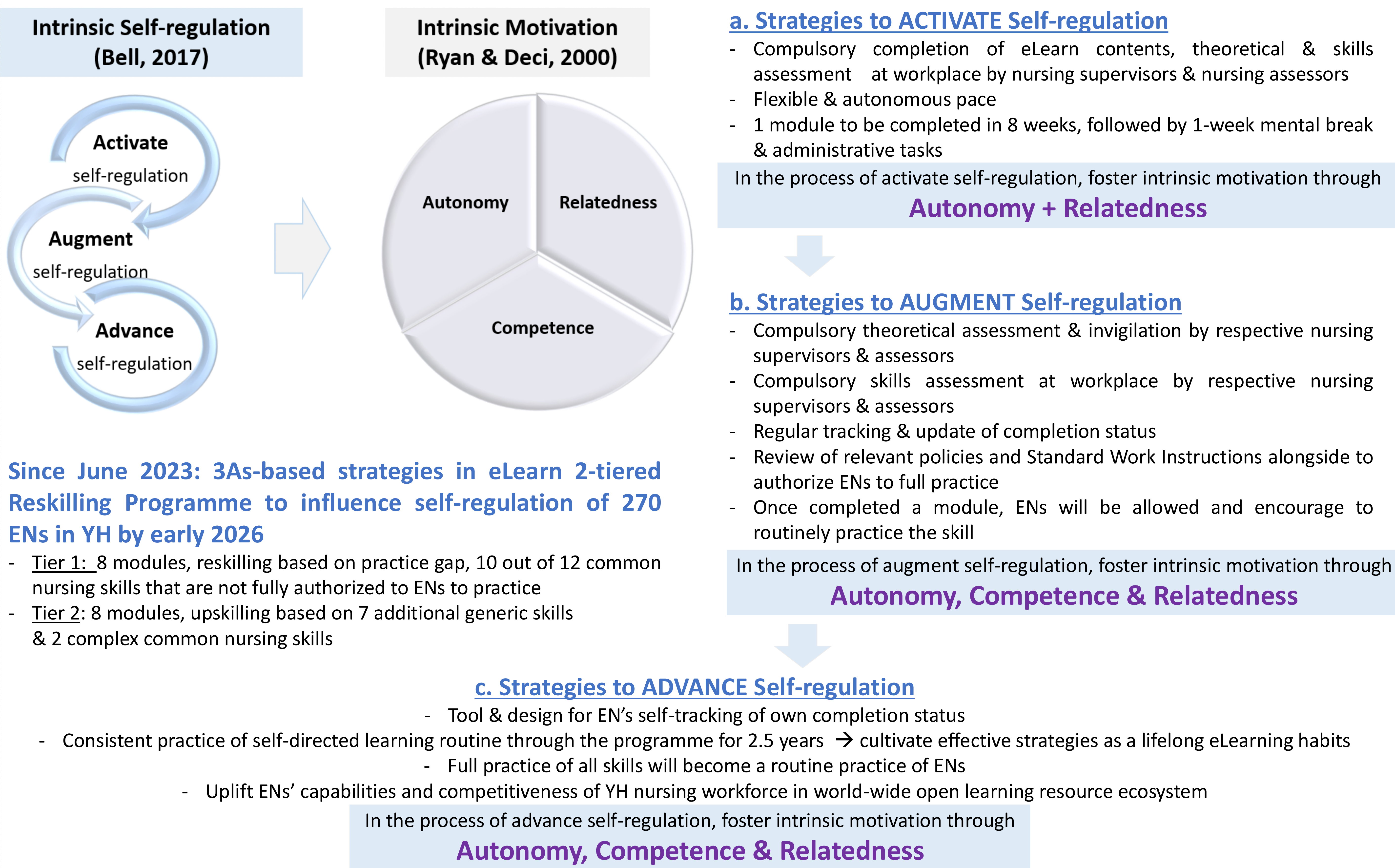
2. Problem & Background

ENs in YH haven't been authorized to practice 12 common nursing skills fully upon SNB registration. In addition, the 2023 SNB guideline includes 7 additional generic skills for ENs which are untaught to the existing ENs. ENs graduating in 2026 will align with the additional skills. An effective, efficient and cost-effective educational approach coupled with policy review is paramount to address the gap and fulfil the need of preparing all ENs in YH for full practice aligned with SNB's guideline by 2026.

3. Solution

Practice gap was analysed. 12 common nursing skills were not authorized for ENs to practice fully. In addition, there are 7 additional generic skills for ENs in SNB's 2023 guideline. Autonomous eLearning may be an efficient way to address the learning needs of 270 ENs. However, employees often make ineffective use of the autonomy they are given over their learning (Bell & Kozlowski, 2002; Brown, 2001).

3As approach was adopted in the design of self-directed eLearning Reskilling Programme of ENs to effectively and efficiently prepare 270 ENs to full practice by early 2026 in cost-effective way without interfering with daily operational needs. The rationale of 3As approach (Activate, Augment, and Advance self-regulation), is to influence self-regulatory mechanism that supports self-regulated learning in contextualized clinical settings, and in the process, foster intrinsic self-motivation through enhanced sense of autonomy, relatedness and competence among EN learners, and hence increase the effectiveness of self-directed learning at workplace (Bell, 2017; Ryan & Deci, 2000). Reviewing of policies is done alongside to authorize ENs full practice.



Since June 2023: 3As-based strategies in eLearn 2-tiered Reskilling Programme to influence self-regulation of 270 ENs in YH by early 2026

- **Tier 1:** 8 modules, reskilling based on practice gap, 10 out of 12 common nursing skills that are not fully authorized to ENs to practice
- **Tier 2:** 8 modules, upskilling based on 7 additional generic skills & 2 complex common nursing skills

4. Outcomes

a. Completion Status

Module	Date of eLearn Launch	No. of ENs completed eLearn	No. of ENs completed skill performance assessment	Review of relevant policies & SWIs involved
Module 1	5-Jun-23	250	197	Yes Date: 26 July 2023
Module 2	31-Jul-23	228	NA	Not applicable
Module 3	9-Oct-23	233	146	In progress
Module 4	1-Dec-23	211	162	In progress
Module 5	2-Feb-24	126	91	In progress

b. Cost Saving

(Estimation based on 270 ENs, 2 hrs/module, average salary of S\$2500/month)

Factor	Estimated Savings
Man-hours saved	8,640 hours
Salary saved	S\$135,000

c. Post-module Evaluation - quantitative

ENs' responses to the post-module evaluation questions from June 2023 to March 1, 2024:

- **88.3% to 93.9%** of ENs agree or strongly agree that they feel confident and better prepared for work expectations
- **90.1% to 97%** of ENs have rated their online learning experience as very good to excellent

d. Post-module Evaluation - qualitative

- 👍 "Haven't been learning for the past many years. It's **challenging but fulfilling.**"
- 👍 "It helps refresh my knowledge and skills, so I **can do** what my friends are doing in other hospitals."
- 👍 "I **feel good** to be able to **do more** and help RNs **more than just basic simple tasks** day in day out."
- 👍 "The quiz helps me think and analyze, **feel good when I am able to pass.**"
- 👍 "Keep me **updated** with my knowledge and skills."
- 👍 "Very **helpful with my daily work** as EN."