

Strengthening Capability of ENs through 3As Approach in eLearning Design

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Aim

To reskill and upskill 350 ENs in Yishun Health effectively and efficiently to practice fully in accordance with SNB's 2023 guideline by early 2026.

Background

Singapore Nursing Board (SNB) outlines generic skills that ENs must master for registration and be allowed to practice fully upon registration with SNB. However, in YH, ENs haven't been authorized to practise these skills fully. In addition, the 2023 SNB guideline introduces 7 additional generic skills, untaught to the existing ENs. ENs graduating in 2026 will align with the 2023 generic skills. Reskilling and upskilling 350 ENs effectively & efficiently to the latest practice standard is paramount.

Workplace learning has shifted from educator-led to self-directed eLearning, granting employees autonomy over their learning. However, employees often make ineffective use of the autonomy they are given over their learning (Bell & Kozlowski, 2002; Brown, 2001).

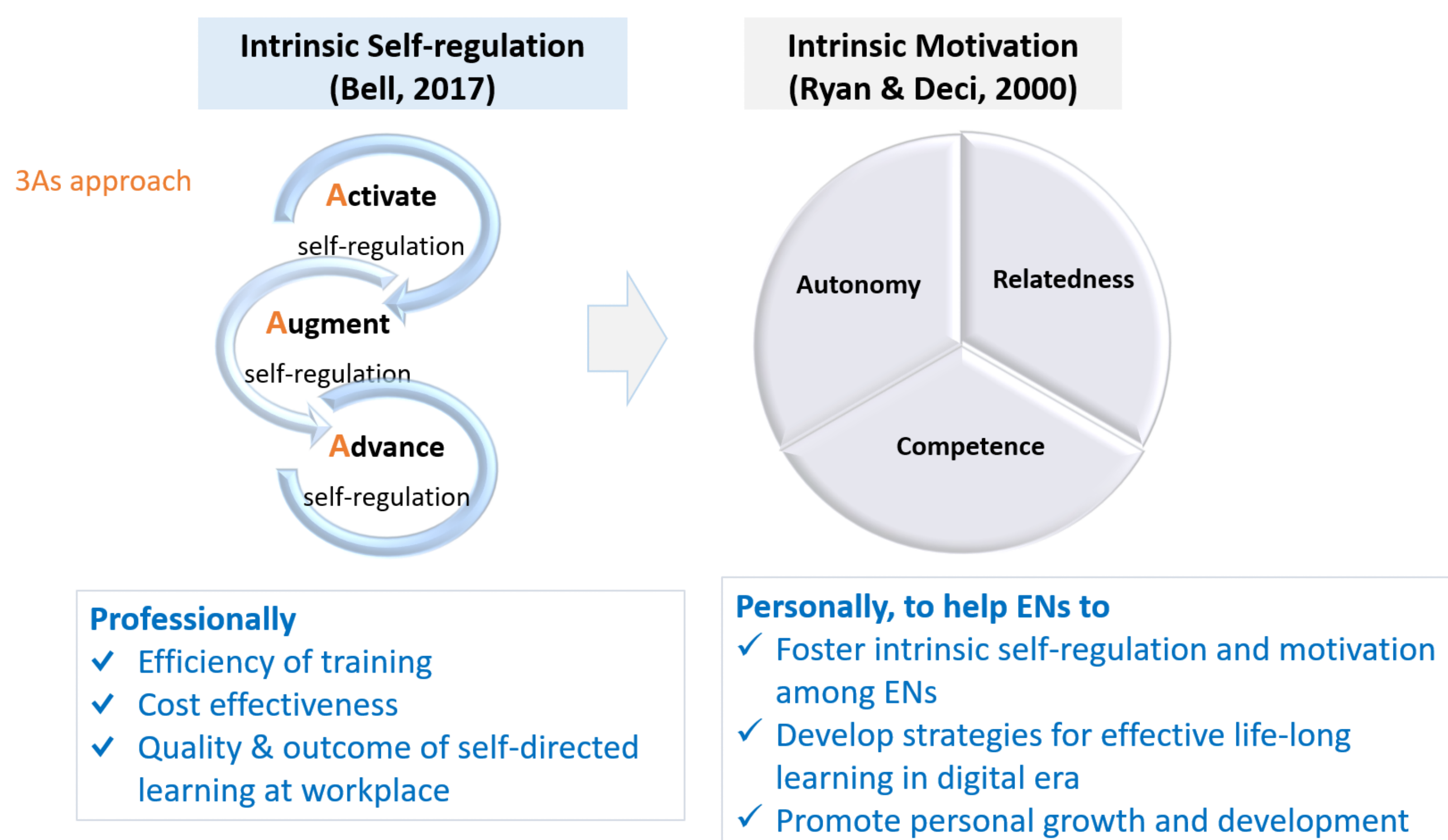
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Interventions / Implementation

The 3As approach in the self-directed Reskilling Programme aims to address the gap by fostering intrinsic motivation to improve self-directed eLearning outcomes (Ryan & Deci, 2000).

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), without interfering the daily operational needs.



Onward 2026

1. Quality and Patient Safety

- ENs with uplifted competencies are better equipped to provide better quality and safer patient care.

2. Operational Resilience

- ENs with broadened skills and knowledge can contribute more when there is increased nursing workload and tight nursing manpower.

3. Staff Wellbeing

- The 3As approach design of the programme allows ENs to complete one module in 2 months to allow self-regulation in self-directed learning and work-life balance.
- NEs' regular communication and meet-ups with ENs help them better cope with the learning requirement and enable NEs to provide timely support & guidance when needed.

Results & Outcomes

1. Completion status (June 2023 -10 Oct 2024):

- 8 eLearn modules have been launched.
- 254 (73.2%) of ENs have completed all 8 eLearn modules, of which, 180 (51.8%) have completed clinical skills assessment for all 8 modules.
- Total 4652 eLearn modules training hours have been completed by ENs.

2. Clinical outcomes:

- 180 ENs have completed clinical skills assessment under the supervision and assessment of SSNs & above.
- As ENs expand their clinical practice and contribute more to nursing care routinely, it significantly reduces patient's waiting time to receive a nursing service which was used to be practiced by RNs in the past.
- 80% of relevant SWIs have been reviewed and updated alongside to authorize ENs to full practice in accordance with SNB's guideline.
- Shorter waiting time for patients to receive nursing services that were used to be performed by RNs before, e.g. SC insulin injection

3. Staff experience/feedback:

- ENs expressed increased level of confidence and competence, & sense of usefulness.
- RNs expressed their gratitude that ENs are able to share more workload, increased knowledge and competence as they are involved in the supervision and assessment of ENs.
- 90-97% of ENs are satisfied with their learning experience across 8 modules, from June 2023 till Oct 2024.

4. Savings / Cost Avoidances:

- 11200 hrs of training can be saved in all 16 eLearn modules, which incurs to cost of saving S\$175,000 (taking EN's average salary of S\$2500/month).

Conclusion

With the rapid advancement of technologies used in healthcare and education, the landscape of healthcare needs & expectations evolve fast. Efficiently & effectively reskilling and upskilling nursing workforce becomes pertinent to keep nurses' skills and knowledge relevant and updated. Clinical educators in healthcare institutions should continuously adopt evidence-based and best practices in training and upskilling healthcare professionals.