



Expert to Novice

Experienced healthcare workers and RN training at university.



Scoping review

Literature

- Empirical,
- Peer reviewed articles

Content

- RN training undertaken in a university
- student experience
- students who are already nurses, or healthcare assistants: EN, HCA, LPN, IQN (some examples)

Sources

- EBSCOHOST: CINAHL, ERIC..., ScienceDirect, Wiley, SAGE, SCOPUS, *Google Scholar*

Image: [Kranich17](#) | [Pixabay](#)

The literature

- **19 articles**
- **1998-2020**
 - United Kingdom 5
 - Australia 9
 - Canada 3
 - New Zealand Aotearoa 1
 - United States 1
- **Qualitative & mixed methods**
- **Thematic analysis**

Image: [moritz320](#) | [Pixabay](#)

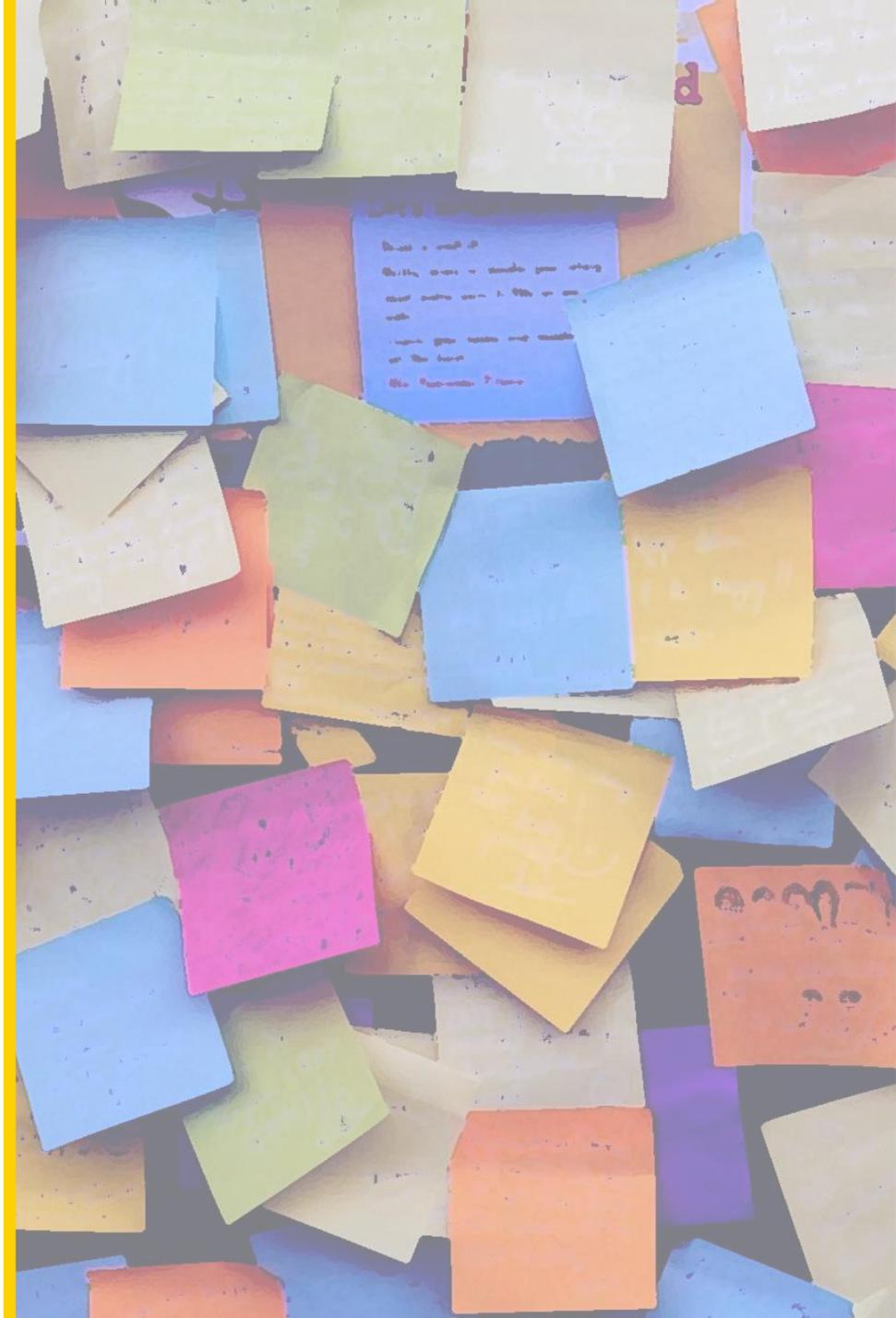
Themes

- Academic & study skills
- Relationships
- Impact of caring experience
- Other priorities & demands

Internationally Qualified Nurses

- Communication & language skills
- Cultural skills, understandings & sensitivities

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Academic & study skills

- *Personal attributes*: **not, lack, under** direction, focus, time management, ICT, academic, & library skills
- *University expectations*: content & terminology, grammar & spelling, volume, assessment types, writing, referencing, evidence-based, theoretical, critical, & reflective approaches
- *Exacerbated by* distance learning, advanced standing, cultural & language differences
- *Over time*: **Pride, satisfaction** many **value & enjoy** challenging themselves, reflective & critical thinking, self expression, growth

Relationships

Connection

- **Immediate peers**, work colleagues, academics & other students
- Social, emotional, practical help
- **Encouragement, confidence, & skills**

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Relationships

Isolation

- distance education
- advanced entry
- International students
- at university & practicums
- *Incivility*
- **Devalued, lost confidence, frustrated**

Image: [ClaudiaWollesen](#) | [Pixabay](#)



Impact of caring experience

- **Expansion, joy, growth, a thrill**
- Transformation, new dimension
- Going further than before – physical & mental
- Lifelong process
- Caring values, good character, & skills

Image: [Kranich17](#) | [Pixabay](#)

Impact of caring experience

- **Overwhelm, role-confusion, mismatched expectations**
- I can do this already
- What is the relevance
- Disappointed skills not recognised
- Shock: have been doing it wrong or without fully respecting the patient
- Enculturated to be passive
- **Identity challenged**

Image: [Avelino Calvar Martinez](#) | [Pixabay](#)





Other priorities and demands

- **Work, family caring responsibilities, financial stress, juggling**
- UK – HCAs remained employed with time for pd
- Canada – LPAs no time for pd – consequences
- **Time management, discipline**

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Internationally Qualified Nurses

Communication & language skills

- Handover: complex, rapid
- Abbreviations & slang
- **comprehension**

Cultural skills, understandings & sensitivities

- Interacting with individuals and groups
- Greater independence & responsibility
- Health care systems different
- **Incivility & disinterest**

Image: [Nepal Nursing Council](#)

Themes

Strengths

- Academic & study skills
- Relationships
- Impact of caring experience

Challenges

- Academic & study skills
- Relationships
- Impact of caring experience
- Other priorities & demands

Internationally Qualified Nurses

- Communication & language skills
- Cultural skills, understandings & sensitivities

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