

Clinical Rotation Guidance for Your Nursing Center

The demand for Nurses and Certified Nursing Assistants continues to grow. Coupled with the dramatic increase in Georgians aged 65 or older, the need for a competent and adequate workforce will not diminish. Clinical rotations, internships and job shadowing offer invaluable opportunities to make a lasting impression that will positively impact students' desire to consider employment in the post-acute care setting. You never get a second chance to make a first impression and must ensure the student's experience helps them to understand how rewarding a career in post-acute care can be.

If you serve as a clinical site or if you are considering entering into an agreement, the following is recommended for optimal clinical experience:

- Participate on the college or technical school's advisory board. This will provide opportunity to discuss curriculum, career expos, design of clinical experience and classroom interaction.
- Plan for the student's experience—know who will serve as the center ambassador for each student and know what the student's assignment is—before they come onsite.
- The clinical experience should begin with a warm welcome from leadership and be followed by a tour of the center led by a knowledgeable and customer friendly associate.
- The clinical experience should offer a dynamic experience with a variety of teaching and learning styles. Assignments should provide opportunity for critical thinking and application of nursing process.
- All staff should know when students or interns are scheduled to be in the center and should understand their role in helping the student(s) to feel welcome. It is important to convey the 'science' of nursing but also the 'heart.' Breaks and meals should be coordinated. Complimentary meals and snacks are encouraged. These are ideal opportunities to learn more about the student's interests and career plans.
- The clinical experience should never cause the student to feel they are 'in the way' or that the staff member does not have time for them.
- Leadership should plan for a debriefing with the students and instructors each day. Encourage a transparent review of their experience to ensure future student experiences will be optimized. Be willing to adjust assignments based upon feedback and as you learn more about the students.
- Clinical rotations should conclude with the opportunity for the student(s) to provide feedback about their experience. The center should obtain student contact information and permission for future contact and outreach (see informational card).
- Establish a process for student outreach at specified intervals and upon expected graduation.
- Track & trend student recruitment rates.