

## CASE STUDY: Statewide Clinical Education Study

### Situation

The Clinical Education Task was formed at an ad hoc committee of the Pennsylvania Workforce Investment Board and the Pennsylvania Center for Health Careers. The mission of the Task Force was to develop recommendations that will expand the capacity of the clinical education system to allow for an increase in the number of students served within Pennsylvania's nursing programs. Policy makers and practitioners also are concerned about the availability of clinical sites, the quality of experiences students receive at sites, and how these circumstances affect the supply of nurses.

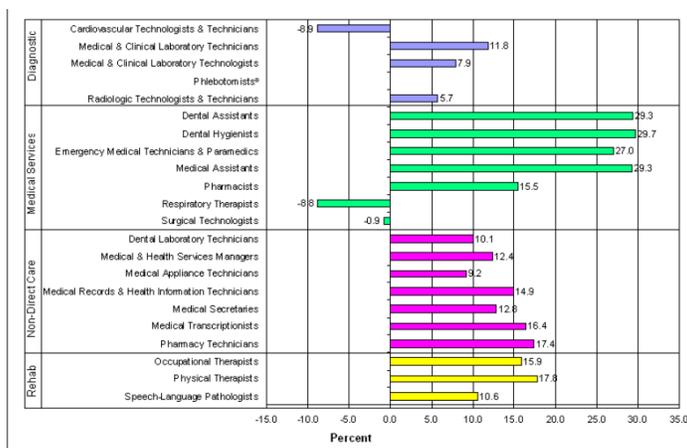
### Solution

The Task Force partnered with The Hill Group and identified and prioritized three major issues that influence clinical education capacity in this report:

- Faculty Capacity
- Clinical Sites
- Health Care Technology

The Faculty Capacity section of this report explains the impact that a shortage of clinical faculty can have on the availability of clinical experiences and the quality of clinical education. A multitude of entities, including the Pennsylvania Department of Health, collect information regarding the nursing profession in the Commonwealth. The culmination of this data suggest there is a need for more nurse educators in the Commonwealth. However, there is a need to modify and streamline data collection and analysis methods.

Health educators increasingly rely on varying forms of technology to aid in instructing new generations of health care professionals. Advancements in the sophistication of technology make it an important tool for clinical education. Technology allows nursing students to practice standardized skills in a controlled environment. This minimizes risk and maximizes the positive outcomes of clinical education such as increased confidence, competency, and collaboration.



### CLIENT

PENNSYLVANIA  
DEPARTMENT OF  
LABOR & INDUSTRY

### INDUSTRY

WORKFORCE AND  
ECONOMIC  
DEVELOPMENT

### PROJECT

STRATEGIC  
PLANNING

POLICY ANALYSIS

MARKET RESEARCH

PROJECT  
COORDINATION

FOCUS GROUP  
FACILITATION

CHANGE  
MANAGEMENT

INDUSTRY CLUSTER  
DEVELOPMENT

## Results

- Develop methodology to forecast statewide and regional supply and demand for nurse faculty
- Support the creation and sustainability of opportunities to expand supply of qualified faculty
- Develop practices to motivate nursing students and experienced nurses to become nursing faculty
- Create/support clinical receptor development programs for students
- Develop a State-wide clinical site database to maximize the availability and use of clinical sites
- Support use of clinical education technologies and simulated learning in nursing education

## About The Hill Group, Inc.

Founded in 1953, The Hill Group, Inc. is a premier provider of management counsel, specializing in strategy, execution, and measurement. Our team of consultants has deep experience across several industries, enabling our team to draw on best practices from a variety of sectors to help our clients grow, innovate, and achieve maximum potential.

**Strategy** – *Envisioning an organization’s future, capitalizing on its opportunities, identifying strategic priorities, and implementing positive change.*

- Strategy Development
- Decision Support and Analysis
- Strategic Planning and Management
- Business Planning and Feasibility Assessments
- Mergers, Acquisitions, and Strategic Alliance Planning
- Market Research and Analysis

**Execution** – *Ensuring that an organization is efficiently and effectively utilizing its resources to its full potential.*

- Process Improvement and Innovation
- Business Model Development and Resource Allocation
- Financial Assessment and Management
- Turnaround, Business Transformation, and Change Management
- Governance Assessment and Development

**Measurement** – *Increasing an organization’s performance through measurement and continuous improvement.*

- Measurement
- Business Analytics and Intelligence
- Economic Impact Assessment
- Employee Opinion, 360-Degree Feedback, and Service Quality Surveys
- Industry Benchmarking Surveys

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