



Perceived Knowledge, Skills, Attitudes and Training Needs of Northern Ontario Dietitian Preceptors

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NHRC

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Outline

- Background
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A “**dietitian preceptor**” is a dietitian with skills, knowledge and experience to teach and guide dietetic interns during dietetic internship placements.

Preceptor’s roles are complex and require skills in being clinical experts, as well as being role models, learner facilitators, collaborators, coaches, interveners, learner advocates and evaluators.

Background

- Northern Ontario Dietetic Internship Program (NODIP) is a new program that graduated its first cohort in August 2008
- Distributed, community-engaged internship model
- Preceptors practice in various communities and practice settings
- Baseline data important for training, program infrastructure, curriculum enhancements, and ongoing funding



Objectives

- 1) To determine the perceived knowledge, skills and attitudes of dietitian preceptors in Northern Ontario
- 2) To identify barriers of Northern Ontario dietitians to preceptoring
- 3) To identify the training needs and preferred training modes of dietitian preceptors in Northern Ontario.

Survey

- Modified from Canadian preceptors' perceived knowledge, skills and training survey conducted in 2008
- Researchers: Roseanne Nasser, MSc, RD; Jean Coleman, MSc, RD; Stephanie Cook, MSc, RD; Catherine Morley, PhD., RD, FDC; Shawna Berenbaum, PhD., RD, FDC.
- Canadian Foundation for Dietetic Research funded national project



Survey

Modifications:

- Demographic information
- Primary Area of Practice

Included in Survey:

- Preceptor Training topics
- Modes of Training
- Willingness to Travel for training

Methods

Sample:

- Pretested online survey was distributed in March, 2010 to 161 registered dietitians practicing in North East and North West LHINs.

Methods

- 22 - item online survey via Survey Monkey™
- Most survey questions used 6-point Likert summated scale
- Respondents were able to skip questions and add comments to each question

Results

- Response rate of 40% (n=64)
- Responses per question varied between 55-61 responses
- Analysis mainly descriptive
 - Percentages, counts, bivariate crosstabulations where indicated

Results

Respondent Age	% of respondents
20-29	35%
30-39	18%
40-49	30%
50-59	16%
60 +	1%
Years as a practicing RD	% of respondents
1-2 years	26%
3-5 years	14%
6-10 years	11%
11-20 years	18%
21-25 years	21%
26 +	11%

Results

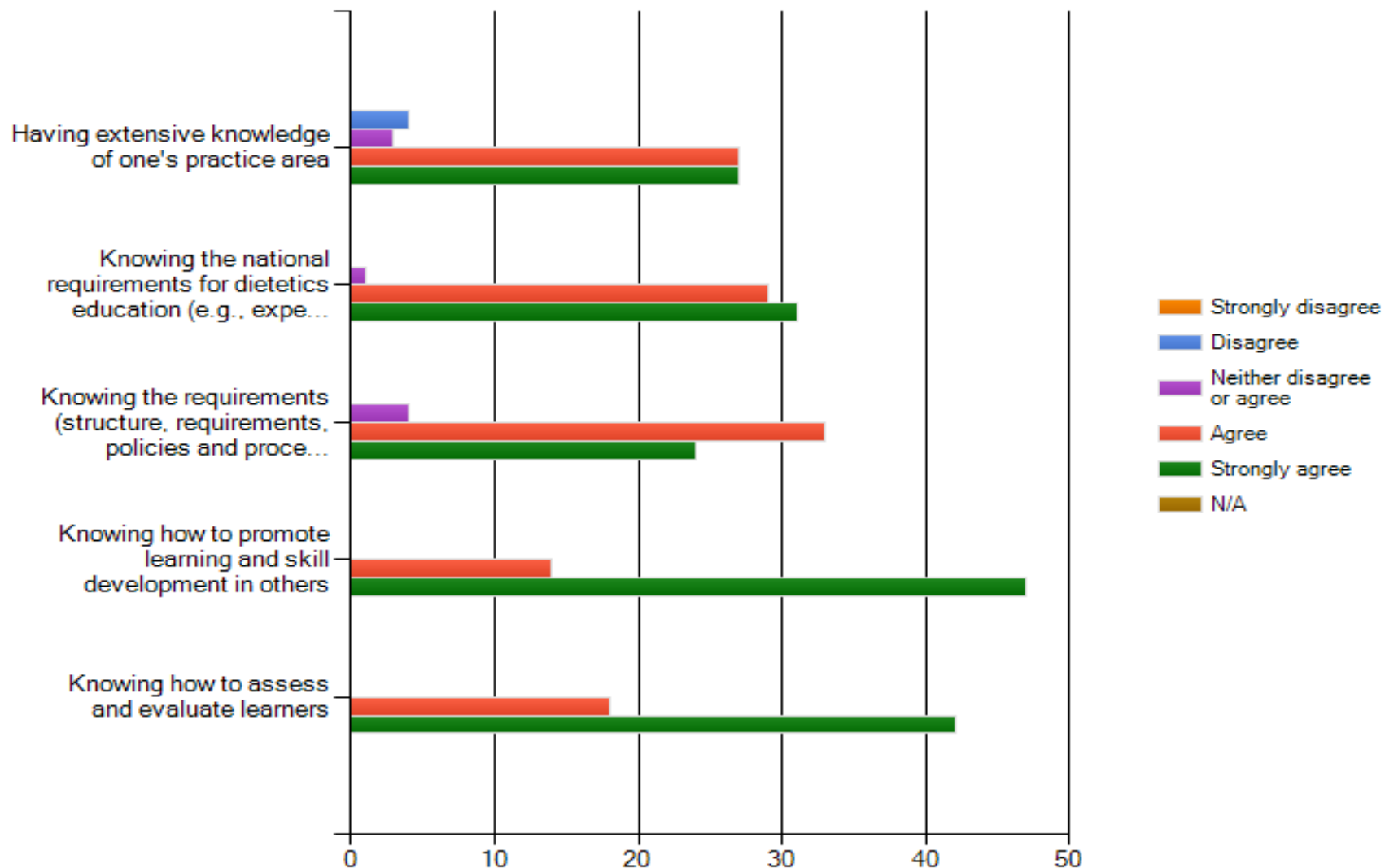
Geographical Centre	% Respondents
Urban	68%
Rural	31%
First Nations Communities	1%
LHIN	% Respondents
North East LHIN	63%
North West LHIN	37%

Results

Practice Setting	% Respondents
Clinical practice	42%
Public Health	26%
Diabetes	9%
Other	22%

Results: Perceived Knowledge of Role

Being a dietitian-preceptor means:

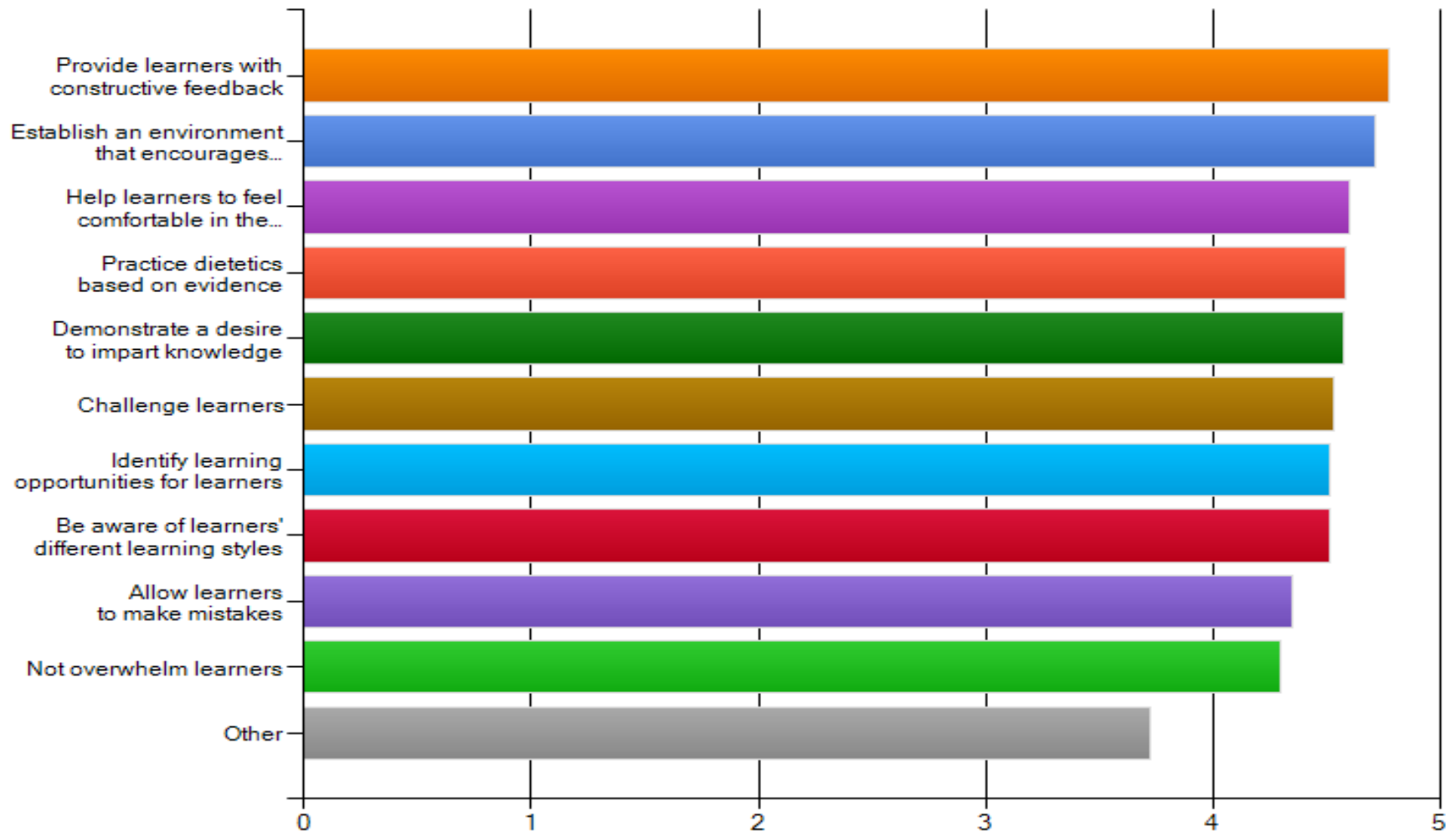


Results: Perceived Skills of a Dietitian Preceptor

- Assess and adapt for learners' learning needs
- Recognize mutual learning between preceptors and learners
- Empower learners to take control of their own learning
- Confidence in teaching basic/entry level dietitian skills
- **86% of respondents would like to be a more skillful dietitian preceptor.**

Results: Skills

A dietitian-preceptor should:





Results: Perceived Attitudes of Dietitian Preceptors

- 100% believed that a dietitian preceptor commits to learners' learning and development
- 80% of respondents considered learners as colleagues
- 24% of respondents believed that recent graduates with less than one year of experience should be able to serve as preceptors; whereas 43% of respondents disagreed with new graduates acting as preceptors.

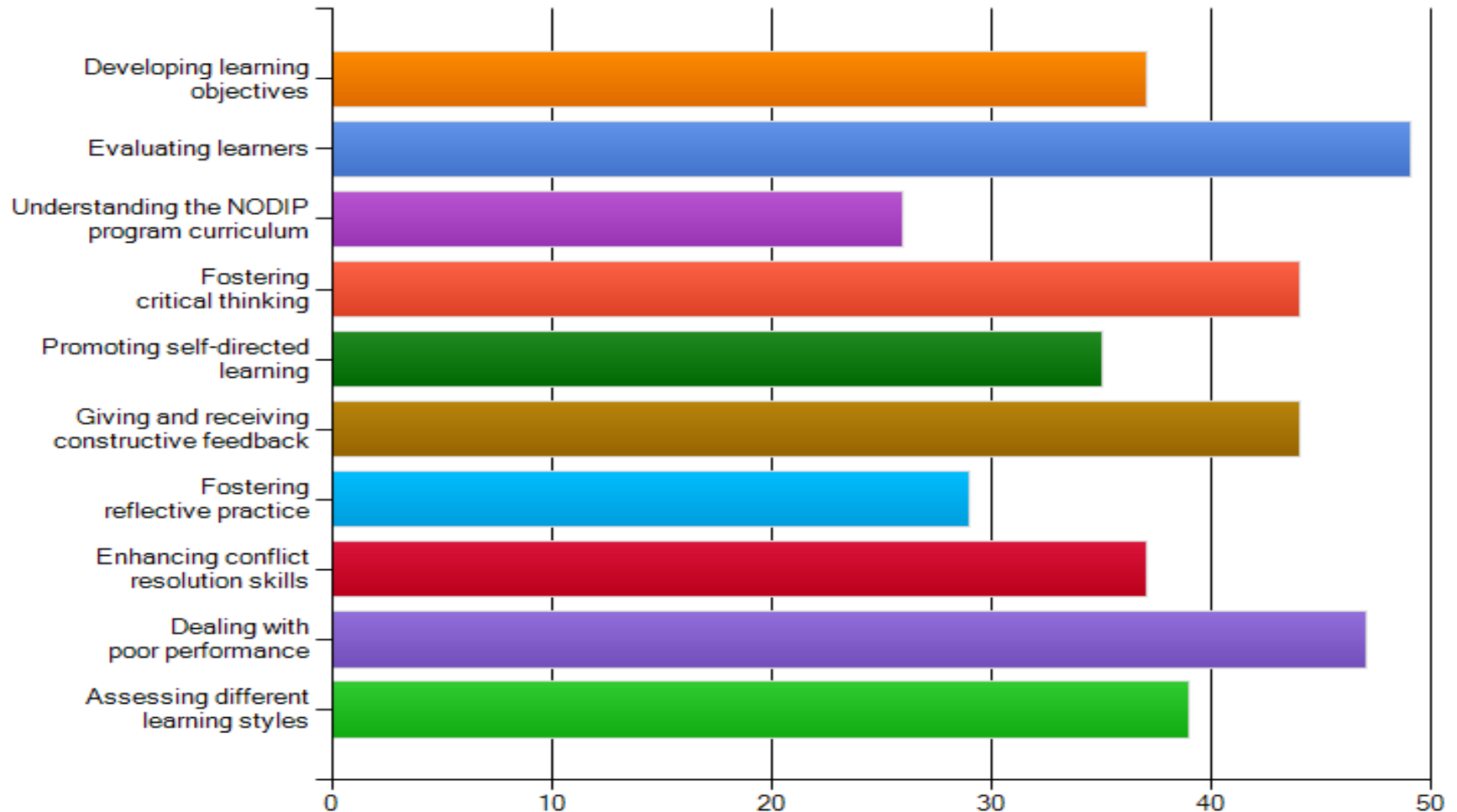


Results: Barriers to Preceptoring

- Workplace support
- Workload
- Stress
- Recognition
- Communication

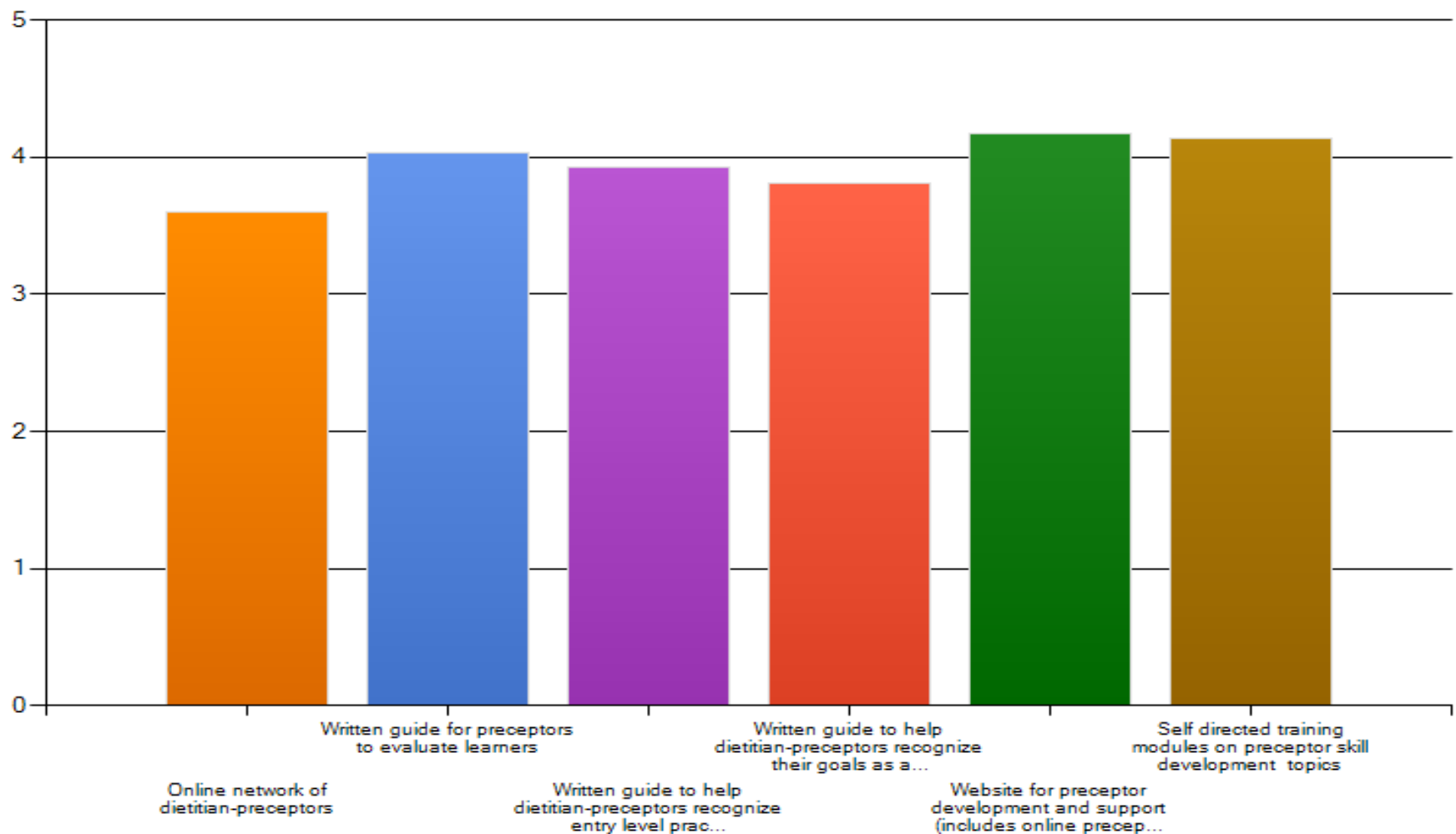
Results: Preferred Training Topics

I believe the following preceptor training topics would be useful (check all that apply):



Results: Training Tools

I believe the following would be useful as a dietitian preceptor:



Results: Training Modes

Top 3 Training Modes :

- 1) Videoconferencing
- 2) Teleconferences/Webinars
- 3) Face-to-face

Less popular options included:

Online computer assisted instruction, archived access to online media, computer simulations, networking.

Implications

- Northern Ontario dietitians felt that they would benefit from additional knowledge and skills necessary to be a more effective dietitian preceptor
- The majority of respondents considered learners as colleagues, and the literature identifies this attitude as being crucial to fostering reflective practice and critical thinking

Implications

- Respondents perceived that more Northern Ontario dietitians would preceptor if they were supported by their employer and co-workers with a decreased workload while preceptoring

Implications

- Northern Ontario dietitians reported that they would benefit from further preceptor training and understanding of internship program goals and expectations
- Northern Ontario dietitians indicated a need for and an interest in preceptor training opportunities:
 - Evaluating learners, dealing with poor performers, fostering critical thinking, and giving and receiving constructive feedback

Limitations

- Response Rate of 40%
- Results may not be representative of dietitians in First Nations and rural communities
- Results can not be generalized to other internship programs
- 10-15% of respondents did not respond to all questions

Future Considerations

Findings will:

- Contribute to identifying professional development needs
- Professional development needs identified will be considered for use in future preceptor training activities
- Preferred training modes will be considered for delivering professional development training by NOSM
- Be used to advocate for support of dietetic preceptor training programs and resources in Northern Ontario.

Questions?

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