Optimizing the Nursing Team's Potential
Utilizing educational diversity in rehabilitation nursing

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Background

Despite different educational backgrounds of nurses in rehabilitation (MBO-V, HBO-V, rehabilitation nurse (RN)), there is substantial overlap in their work. Gaining insight in differences in knowledge & skills potentially improves care by using the other's strengths.

Objectives

How do different educational levels for nursing differ in roles (figure 1: CanMEDS roles) and competencies in the different educational programs?
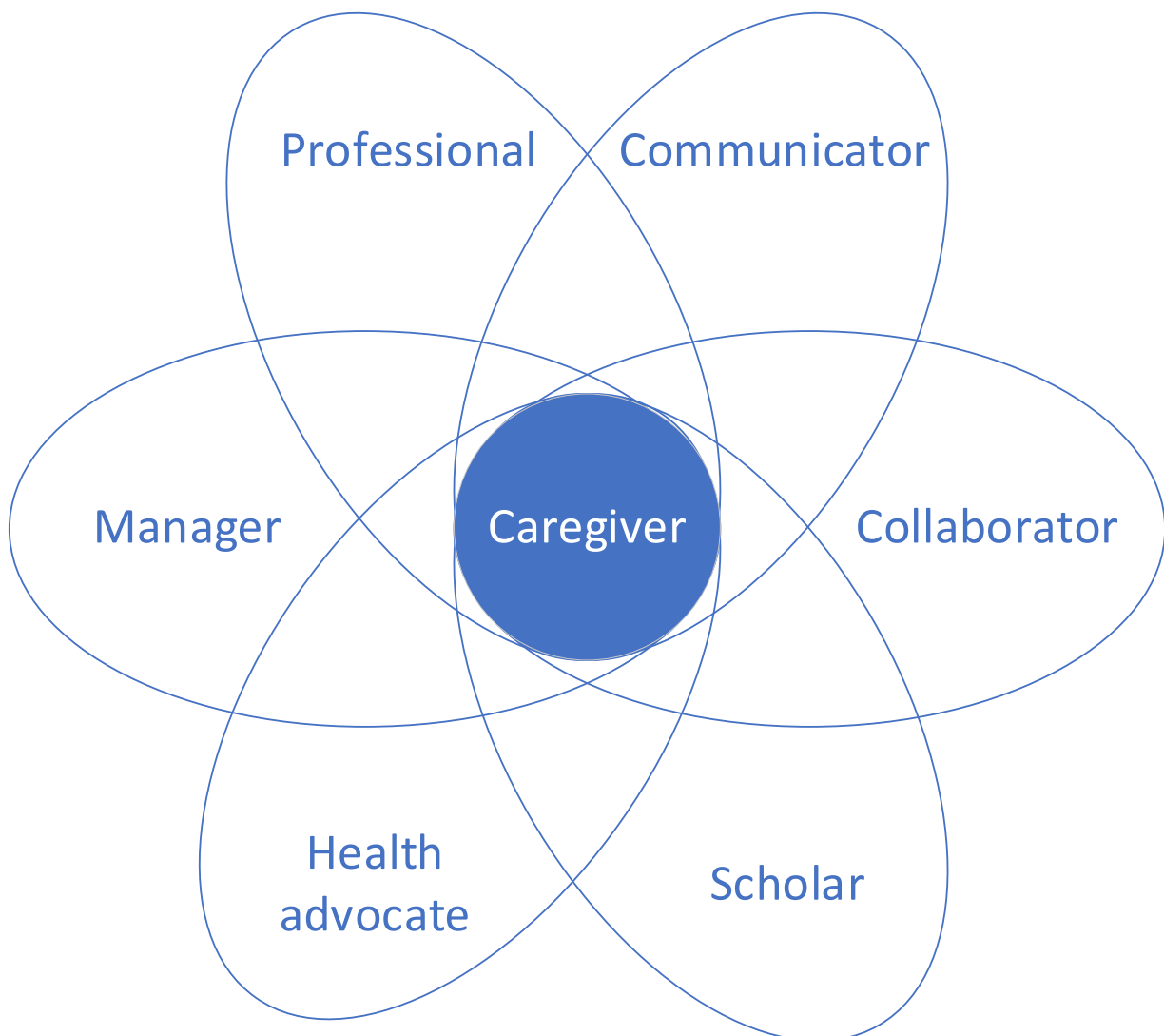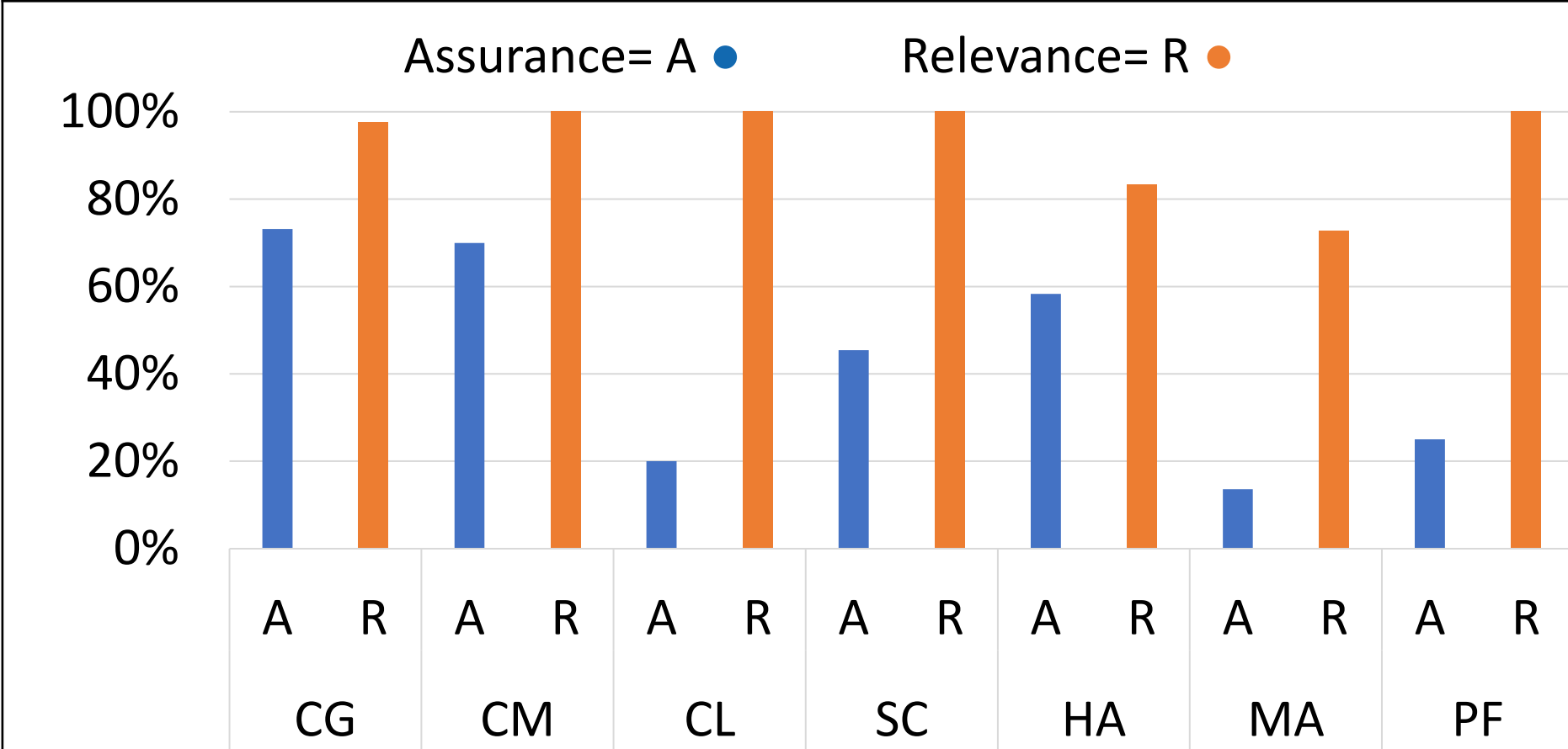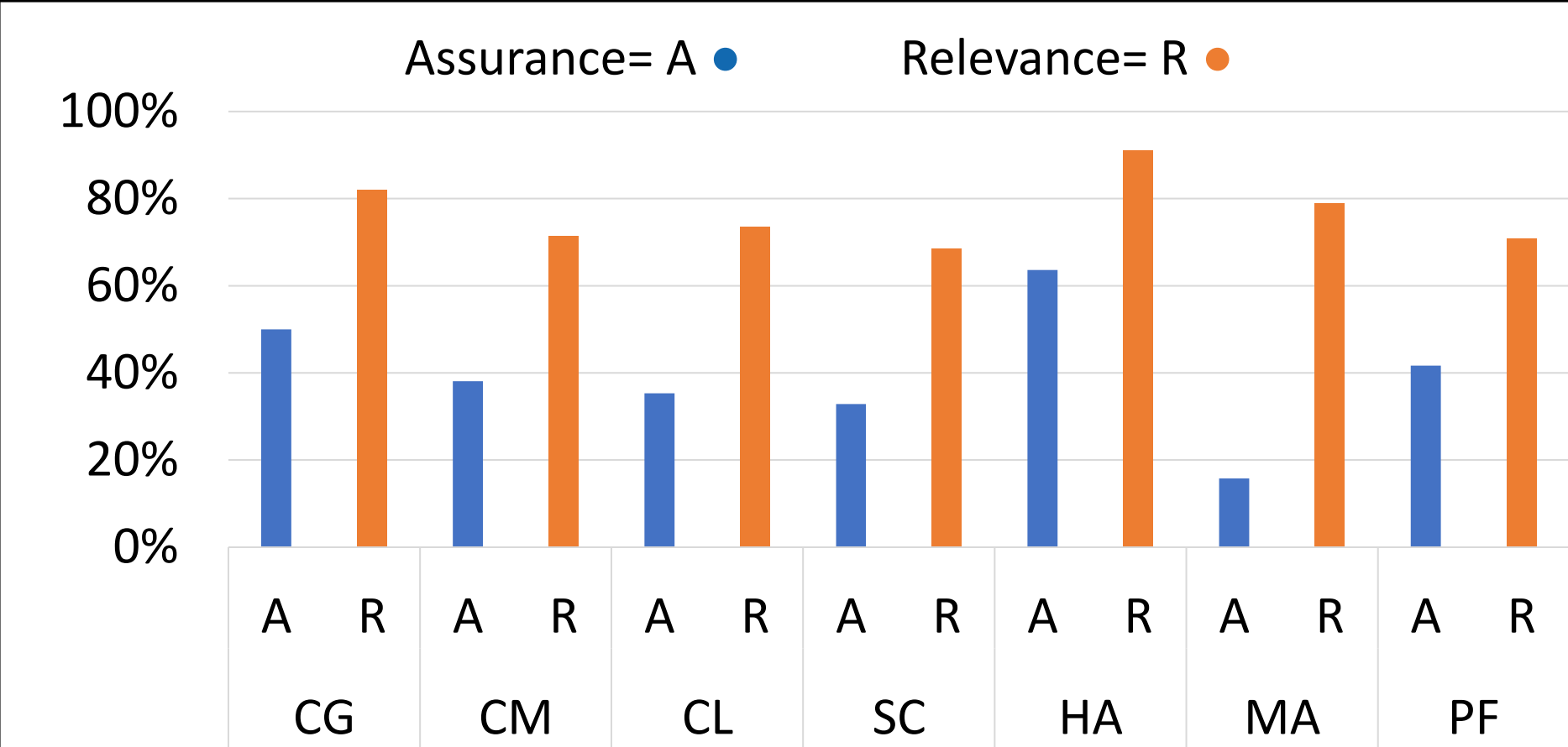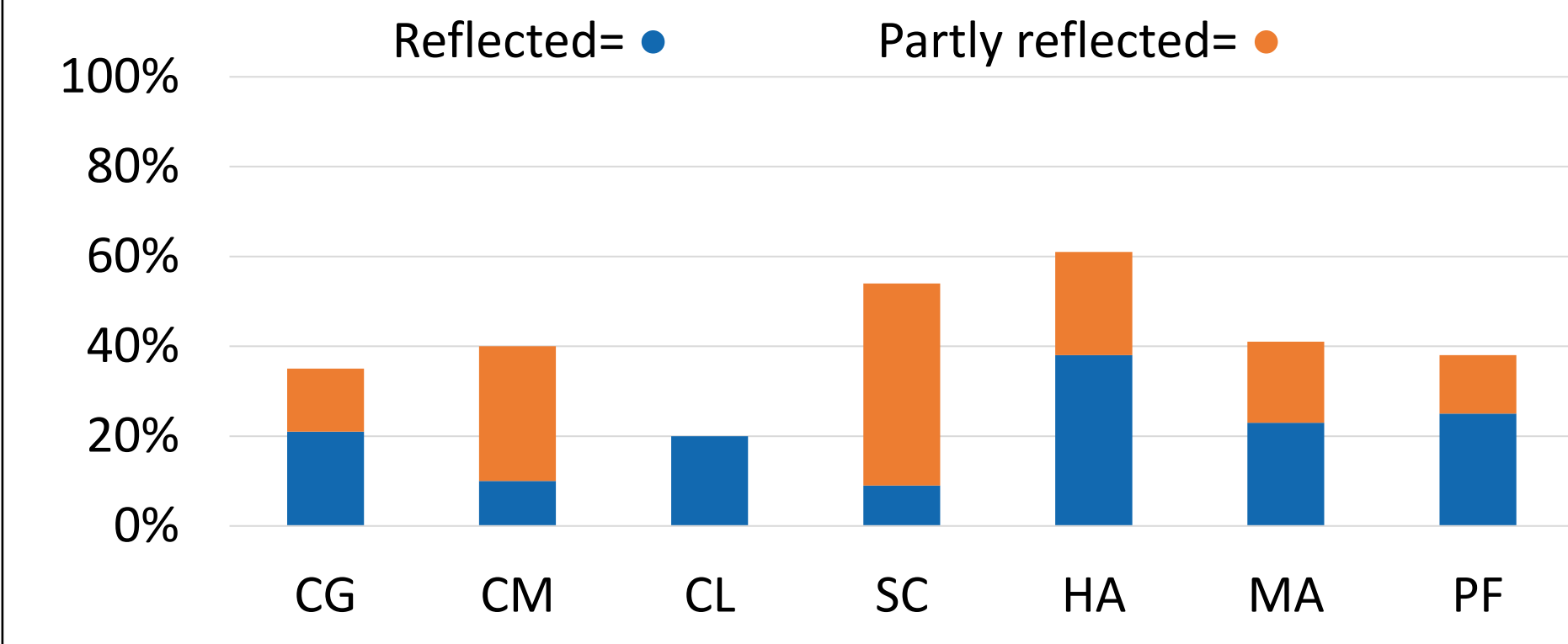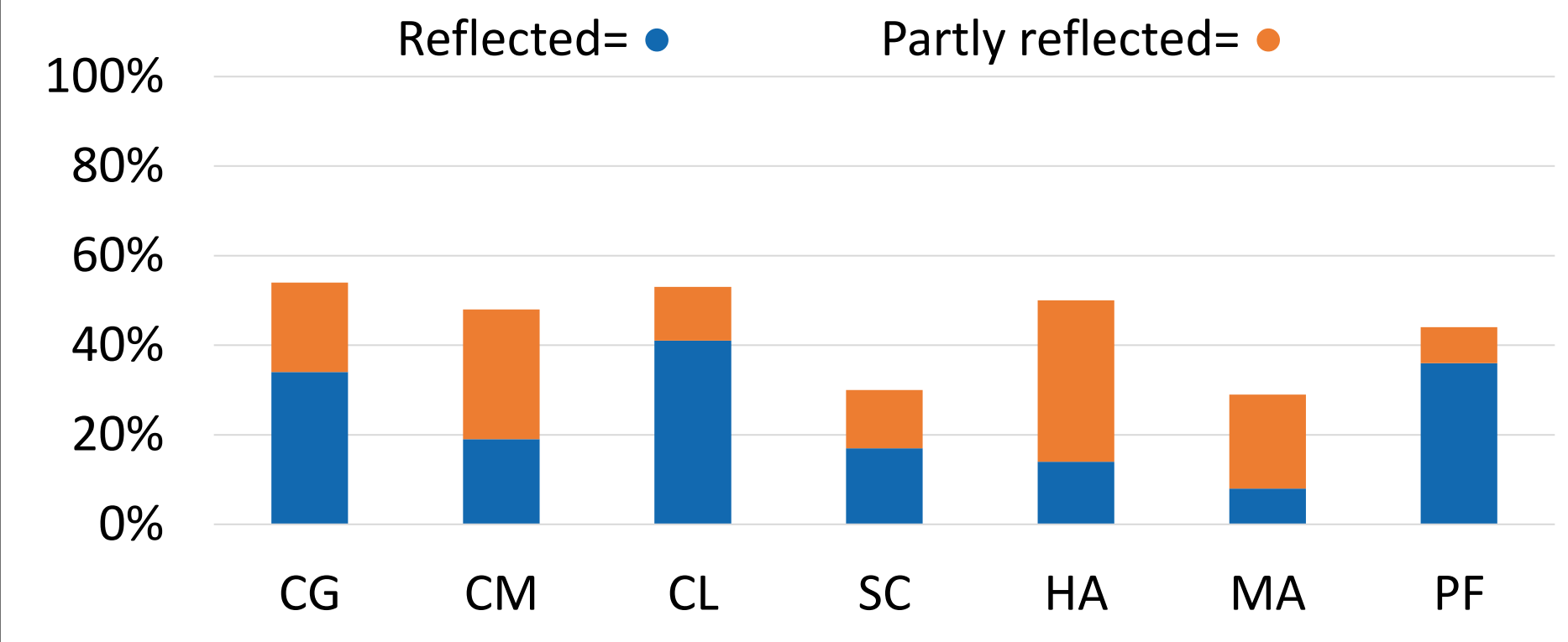

Figure 1. CanMEDS roles

Methods & results

MBO-V		HBO-V
STEP 1 Construct a questionnaire based on the different education profiles		
Methods: Structural assessment of the education profiles by researchers & development questionnaire		
➤ 118 items in MBO-V profile	➤ Only 1 item overlapping in MBO-V and HBO-V profile	➤ 260 items in HBO-V profile
STEP 2 Teachers complete the questionnaire		
Methods: Teachers scoring assurance & relevance for their education. Calculate level of agreement: validity-index (I-CVI)		
Ten MBO-V teachers 50% male, median work experience: 5 years		Six HBO-V teachers 50% male, median work experience: 5,5 years

Figure 2. Bar charts of percentages assurance & relevance of items MBO-V education according to mbo teachers

Figure 3. Bar charts of percentages assurance & relevance of items HBO-V education according to hbo teachers

CG=Caregiver CM=Communicator
CL=Collaborator SC=Scholar
HA=Health advocate MA=Manager
PF=Professional

STEP 3 Reflection in RN educational profile

Methods: Theoretical analyses to judge MBO-V & HBO-V is reflected in RN profile.

Figure 4. Bar charts of percentages MBO-V items reflected in RN profile

Figure 5. Bar charts of percentages HBO-V items reflected in RN profile

Discussion and Conclusion

While the MBO-V education profile comprises clear expertise in specific areas, this is less apparent in HBO-V. The education of rehabilitation nurses in both MBO-V and HBO-V seems to lack essential components.

Clinical message

Develop collaborative education profiles between MBO-V and HBO-V, with the aim of expanding future education for rehabilitation nurses.

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