



## MEDICAL SKILLS TRAINING

- In October 2008, in an effort to address California's nursing shortage, the panel implemented a Pilot to support the healthcare industry and train nurses. Since then, Medical Skills Training has become a regular part of the Panel's program.
- ETP's Medical Skills Training program supports the healthcare industry by prioritizing training for the career advancement and job security of frontline workers in nursing and allied healthcare occupations.
- Medical Skills Training consists of Didactic (Classroom) and Preceptor (Clinical) Training.
- Preceptor Training is training by a Preceptor/mentor where the trainee observes hands on skills performed by a registered nurse or other practitioner in a productive work environment. Training is typically provided at 1:1 preceptor/trainee ratio, not to exceed 1:10. Training may consist of 100% Preceptor.
- Non-clinical courses such as Continuous Improvement and Computer Skills may be included for all occupations. Delivery may be in a classroom or simulated laboratory, or by Computer Based Training (CBT). CBT is limited to 50% of the total training hours per trainee.
- New Graduate nurses may receive Orientation/basic skills training as part of a new graduate training program. Furthermore, on a case-by-case basis, for good cause, the Panel may consider nurse orientation for incumbent or experienced nurses as well.
- Eligibility for the Medical Skills Training program is limited to frontline workers in nursing and allied healthcare occupations, and there is no requirement to receive clinical training; any occupation may take a combination of training types on the Menu Curriculum.
- A trainee will be considered as employed full-time with a minimum of 24 hours of employment a week provided that level of weekly employment qualifies the employee for a similar employee benefit plan (sick leave, vacation, health, dental, vision, retirement, etc.) on a proportionately equal basis.
- The fixed-fee reimbursement rate for Medical Skills training is \$26 per-hour for Didactic and or Preceptor training.
- The standard minimum and maximum training hours are 8 and 200. An approved justification is required to exceed the maximum training hours.

**For further information regarding this Pilot program, please contact [ETP's Economic Development Unit](#), or call 916-327-5258.**