

Advanced Clinical/Practice Fellowships

12 Weeks to a Healthier Career & Workplace

Fellowships rejuvenate RNs



RNAO

Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers
autorisés de l'Ontario

What is the Advanced Clinical/Practice Fellowship (ACPF) program?

The Registered Nurses' Association of Ontario (RNAO) has developed an innovative and highly successful initiative aimed at improving patient care and enhancing nursing practice within the health care system in Ontario. The Advanced Clinical/Practice Fellowships are designed to provide an extensive mentoring experience for a Registered Nurse wishing to increase clinical, leadership or guideline implementation skills.

Overall, this initiative is designed to improve patient/client care and outcomes in Ontario; contribute to retention of nurses by valuing expert knowledge and experience, and by providing professional development opportunities; and, support strategic directions of government health policy, health care organizations and the nursing profession.

Nurse Fellows, in the past have:

- developed patient education programs;
- participated in research skill development;
- lead staff development workshops;
- developed evidence based practice skills; and
- participated in clinical change projects, in addition to many other achievements.

The length of the Fellowship is 12 or 20 weeks for a total of 450 hours. Funding for these Fellowships is provided by the Government of Ontario through the RNAO, in addition to financial support provided by the organization where the RN is employed. Nurses living or working in Northern Ontario may qualify for increased funding. Check the ACPF website for further funding details.

“This opportunity has been invaluable to me. It is exciting to see strategies like ACPF for Nurses and it is certainly long overdue. The ACPF has made the experience of ‘learning’ attainable for many Nurses who may not, for a variety of other commitments, have had such an experience.”

What types of fellowships are offered?

There are three categories of Fellowships. Applicants apply for the option that best meets their learning needs.

1) Clinical Fellowships

Overall focus is the development and enhancement of clinical knowledge, skills and expertise of the nurse Fellow.

2) Leadership Fellowships

Overall focus is on the development of leadership skills, knowledge and expertise in the specific areas of education, management, research and policy.

3) Best Practice Guideline Implementation Fellowships

Focus is on the development of skills and expertise in knowledge transfer and uptake, and increasing capacity in the nursing profession for evidence-based practice. Fellows will often acquire both clinical and leadership skills through this fellowship.





What are the benefits of an ACPF?

Nurse Fellows experience a wide range of positive outcomes which include enhanced skills, knowledge, professional development and, in some cases, opportunities for enhanced nursing roles.

The organizations where the RNs are employed identified many benefits from involvement with the ACPF. These include having nurses with increased clinical and leadership skills, increased job satisfaction of nursing staff and for many organizations, this is linked to retention of nurses.

"I went in thinking this was going to benefit the staff person...because we're a small organization and have very few resources for education and I thought this was a great way of improving the quality of working life for Nurses...the benefit is far greater though...the Nurse has returned as an educator for other staff Nurses."

Mentors are a key component to the success of the Fellowships. Their insight into the overall impact of the initiative is critical, and many speak of their personal satisfaction from facilitating the development of skills and expertise in their fellow nurses.

"I was thrilled to be a part of this project. The Fellow was a superb professional and very interested in improving client outcomes. I am happy to have her now as part of my network when trying to implement clinical challenges related to wound care. I taught her and also learned myself - that is the best outcome. It was an equal mentorship."

What are the criteria for choosing successful proposals?

Applicants are required to submit a proposal, based on the requirements of the Request-for-Proposal (RFP).

The Proposals will be evaluated in the following areas:

- Established need for expertise development at the organization where the RN is employed, and impact on the Fellow's personal practice.
- Direct links from the Fellowship and skills acquired to improved client care and client outcomes.
- Clarity, comprehensiveness and feasibility of overall proposal, especially learning goals and learning plan.
- Evidence of commitment from the organization where the RN is employed.
- Confirmation of a suitable Fellowship Mentor(s) with appropriate expertise.

Who is eligible for a Fellowship?

All Registered Nurses living or working in Ontario are eligible to apply! Opportunities to apply are offered several times per year through a Request-for-Proposal (RFP), which is posted on the ACPF website at www.rnao.org/acpf.



Contact

If you are interested in finding out more about ACPF or interested in getting involved, please contact the ACPF program at:

Phone: 416-907-7950

Fax: 416-907-7962

ACPF website: www.RNAO.org/acpf

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