

# Insel Gruppe

One of the largest university hospital groups in Switzerland

Monika Schäfer, MScN, M.H.A., Area Manager Department of Nursing | 6.3.2024



# One group, five hospitals



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From **basic care** to **top-class**  
university medicine

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# One of the largest university hospital groups in Switzerland

**75%**

Women

**1,759**

Operating revenue in millions

**238**

Apprentices in 15 professions  
(upper-secondary level)

**18,650**

Clinical training weeks  
Internship for Health Professionals  
(Tertiary level)

**25%**

Men

**11,265**

Employees from 102 nations

Top 5		
Swiss		(75.4%)
German		(10.1%)
Portuguese		(1.6%)
Italian		(1.6%)
Spanish		(1.1%)

**1,608**

Patients in inpatient rehabilitation

**928,830**

outpatient consultations

**59,735**

acute inpatients

Revised on: December 2022

# Area Education und Continuing Education for Health Professionals

Head of Nurses in the Medical Departments



Dr. Paula Adomeit,  
Direktor of Nursing

**Direktorin Pflege**  
Dr. Paula Adomeit

**Stab**  
Dr. Mirjam Meier

**Assistenz**  
Ulrike Bauer  
Karin Arm

## Pflegemanagement

- Leitung**  
Dr. Mirjam Meier
- Zentrales Bettenmanagement**  
Bettina Hauser
- Pflegecontrolling**  
Dr. Mirjam Meier
- Projektmanagement + Personalpool**  
Susanne Matter
- Fachstelle Pflegematerial**

## Aus- und Weiterbildung Gesundheitsberufe

- Leitung**  
Monika Schäfer
- Ausbildung Tertiärstufe HF/FH**  
Doris Bänziger
- Ausbildung Sekundarstufe II**  
Andrea Deiss Candrian
- Weiterbildung**  
Esther Kauz Krebs

## Klinische Praxisentwicklung & Digitalisierung

- Leitung**  
Sabine Molls

## Leitende Pflege Medizinbereiche

- Spezialisierte Chirurgie und Medizin**  
Edith Gabriel
- Innere Medizin**  
Edith Gabriel
- Frau/Augen**  
Corinne Maurer Hofer
- Tumor**  
Esther Squarratti-Heinzmann  
a. i. Corinne Maurer Hofer
- Kinder und Jugendliche**  
Heidi Baumgartner
- Kopf, Bewegungsapparat und Alter**  
Gabrielle Cléménçon
- Herz/Gefäß**  
Franziska Hermann Marina
- Querschnittsfächer**  
Matthias Theis
- Stadtspital/Landspitäler**  
Meike Krause
- Neuro**  
Tanja Belser
- Abdomen und Metabolismus**  
Monika Wegmüller
- Rehabilitation und Sportmedizin**  
Annemarie Brönnimann

**Upper-secondary level: vocational education and training (VET)**

### Workplace training at host companies

With the dual-track approach, learners attend courses at vocational schools on a part-time basis. The remaining time is spent doing an apprenticeship at a host company where they are provided with the practical know-how, knowledge and skills needed for their chosen occupation.

Quelle: VPET Facts and Figures 2022, p.10

# Organisation Department of Nursing

## Workplace Training

## Healthcare Assistant

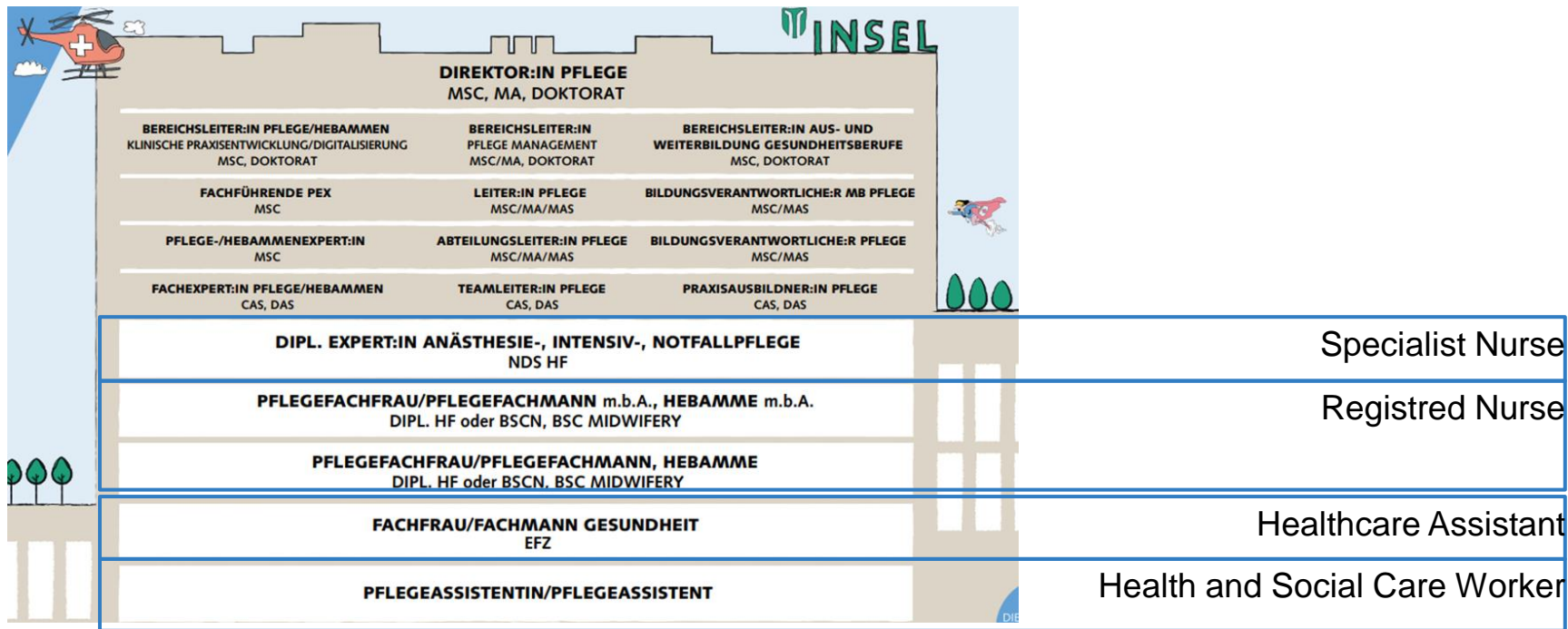
1 of the 15 Professions for which the Insel Gruppe is the host Company for the workplace training and vocational education.



# Topics

- Model for Career Development in Nursing
- Crossing from compulsory education to vocational education and training
- Healthcare Assistant Training Program
- Vocational Education and Training on the ward

# Model for Career Development in Nursing at the Insel Gruppe

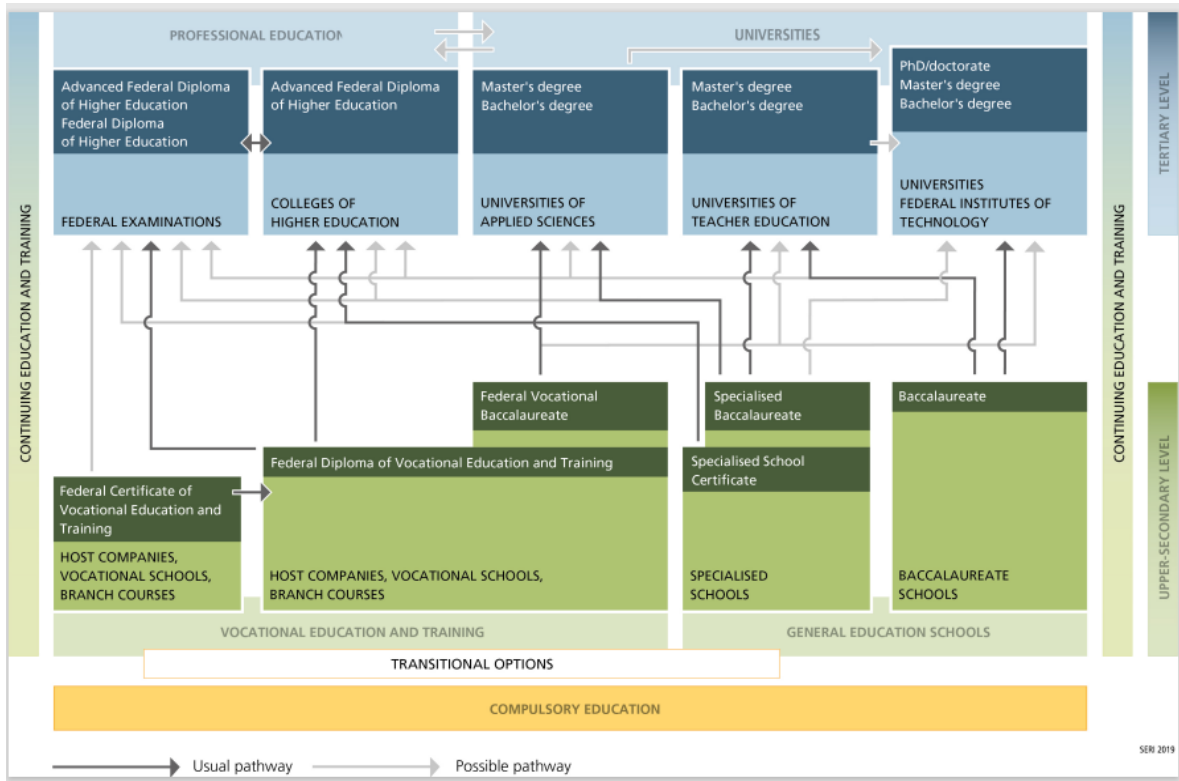


## **Andrea Deiss**, Head of Department Secondary Level Area Education and Continuing Education for Health Professionals

- Crossing from compulsory education to vocational education and training
- Healthcare Assistant Training Program



# Swiss Education System



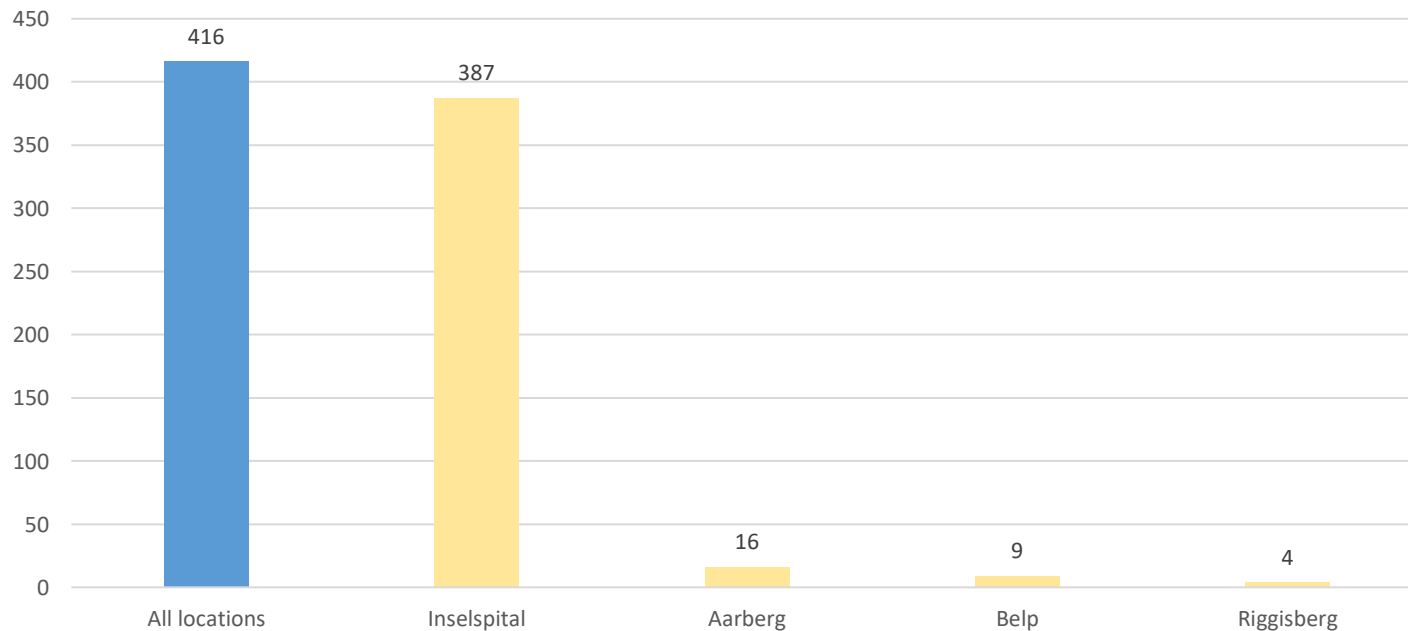
## ‘Pre-Voc Tasters’

- Practical work experience
- Get to know profession in the host company
- About 550 teenager between 13-14 years old
- Feedback concerning their impression and qualification



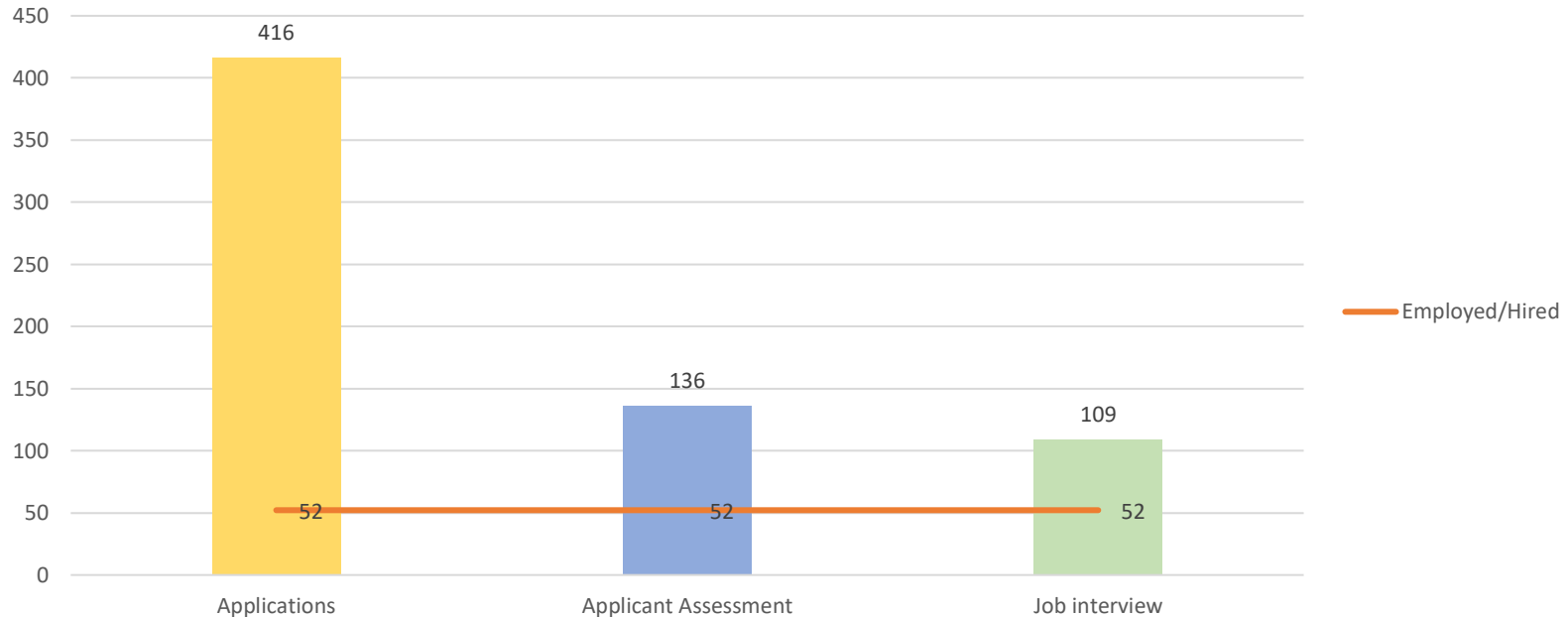
# Number of Applications 2022/2023 (Insel Gruppe)

Healthcare Assistant  
(Federal Diploma of Vocational Education and Training)



# Application Process and Numbers 2022/2023

Healthcare Assistant  
(Federal Diploma of Vocational Education and Training)



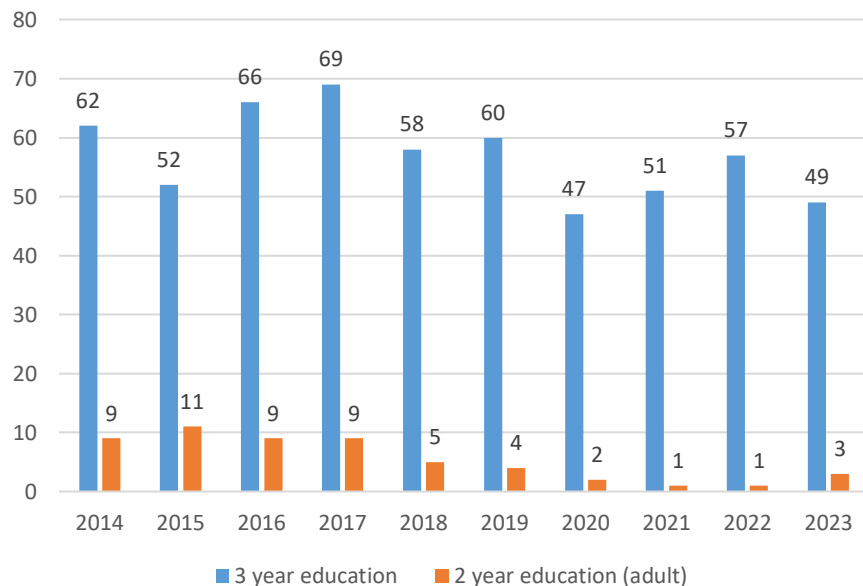
## Sucess factors

- Match the right talents to the health care assistant apprenticeship program
- Introduction
- Mentoring
- → low dropout rate

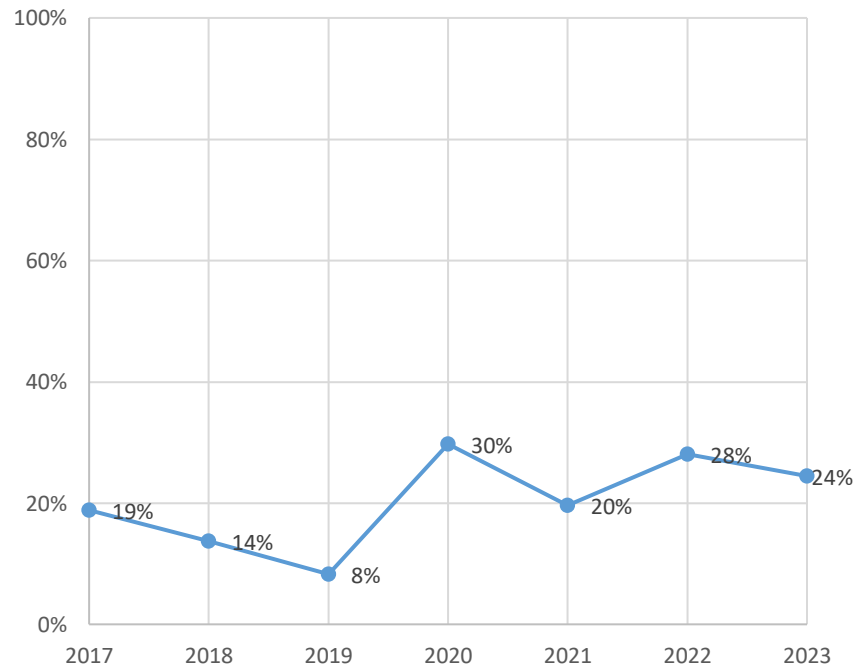


# Number of successfully completed apprenticeship programmes

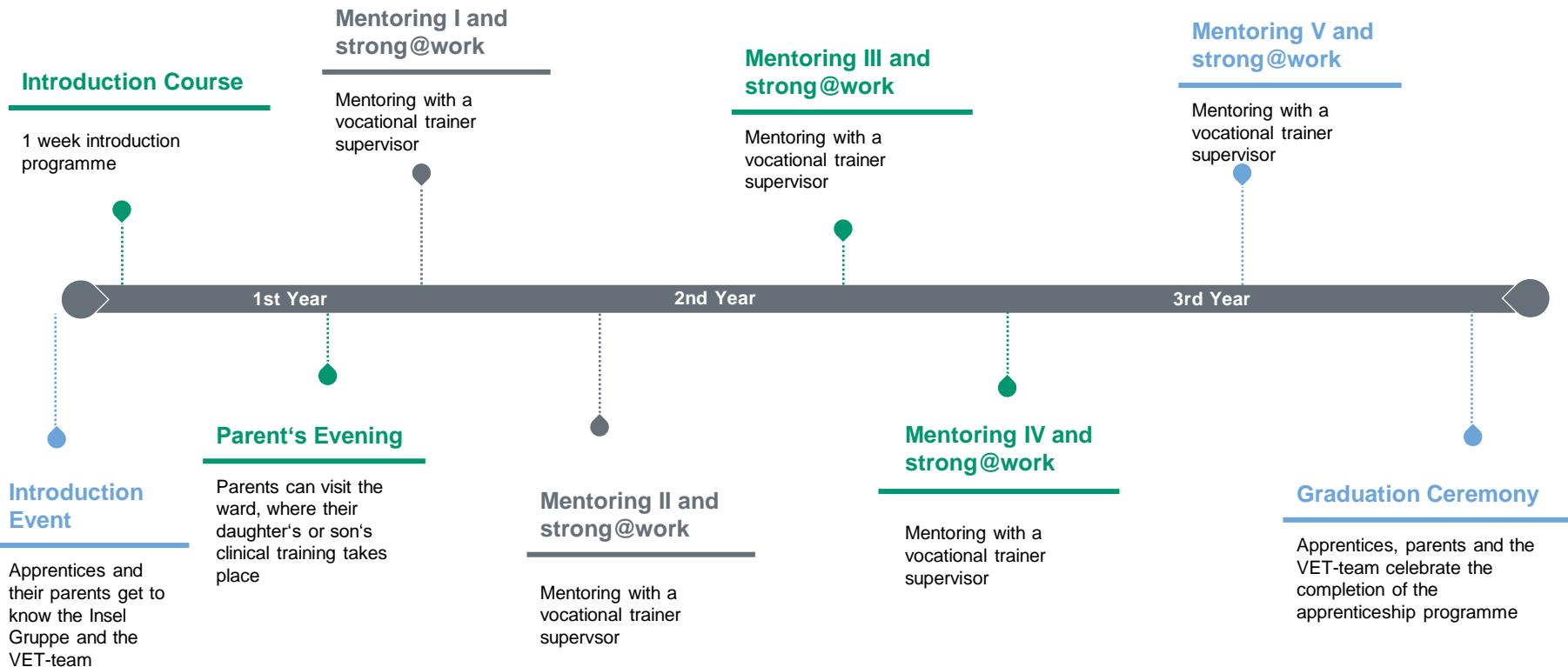
Healthcare Assistant  
(Federal Diploma of Vocational Education and Training)



Federal Vocational Baccalaureate (BM1)



# Healthcare Assistant Training Program



## strong@work – learning goals

Apprentices will be able to:

- name their strengths and apply them in order to stay healthy in a challenging work environment
- manage their time and energy efficiently
- manage stress in a healthy way by using their skills and knowledge
- recognize their thoughts and emotions and understand how they are linked to stress perception
- apply methods and strategies to self-regulate their thoughts and emotions
- name resources and services who can support them, if they are having a tough time
- successfully overcome challenges in their apprenticeship program and learn from these experiences





# Vocational Education and Training on the ward

## **Nadine Windberg**

Main Responsible for the Clinical Education in Nursing, Medical Departement

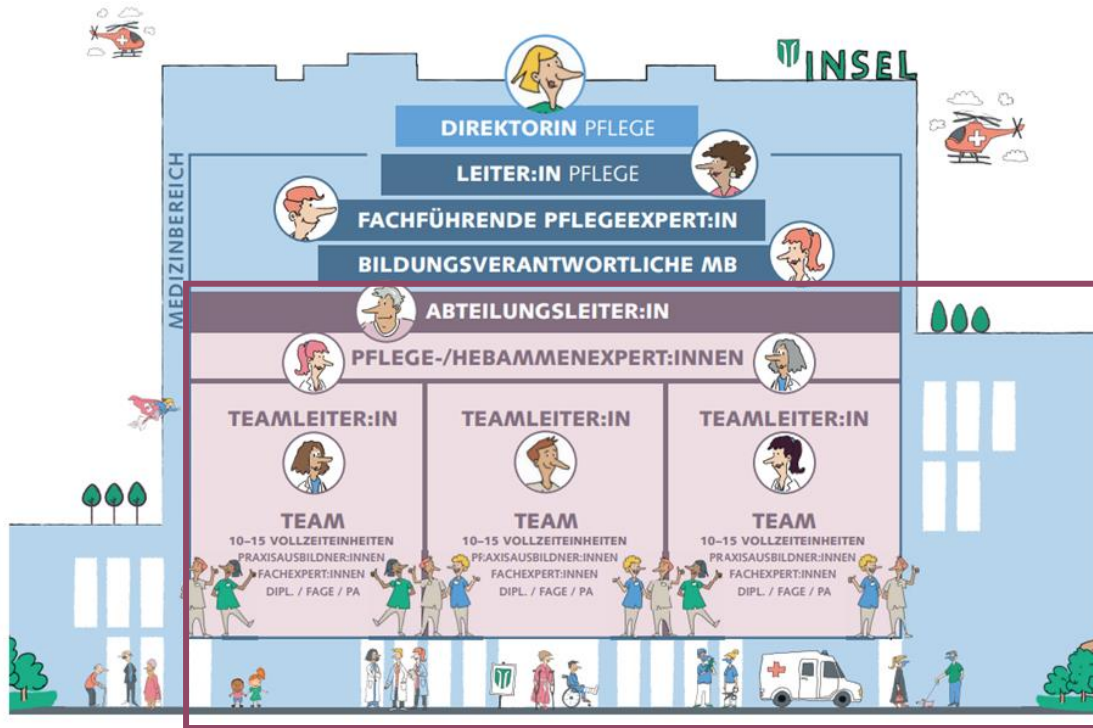
## **Léanne Wolfensberger**

Nurse Preceptor, Medical Ward

## **Novalee Steiner**

Healthcare Assistant Learner

# Organisational Model

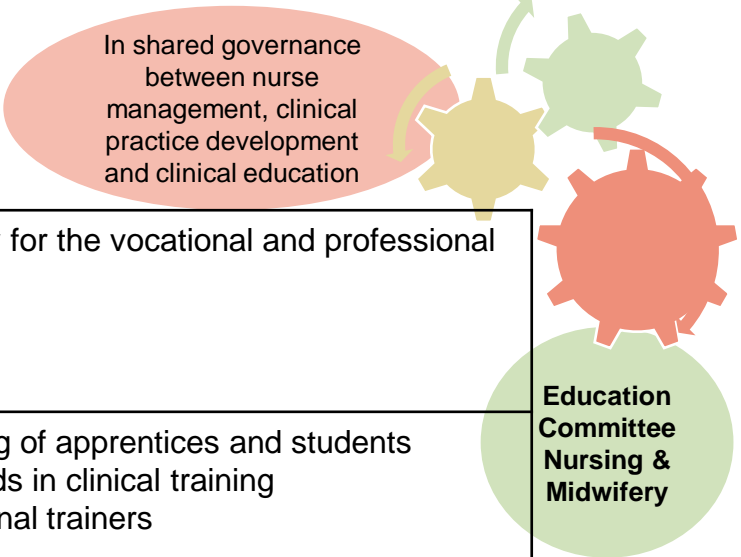


**Ward (38 Beds)**  
Planing und implementation the workplace training

**Shift**  
Workplace training: Learners actively take part in the «production process»

# Clinical Education: Areas of Responsibility

In shared governance between nurse management, clinical practice development and clinical education



<p><b>Department of Nursing</b></p> <p><b>Area Education und Continuing Education for Health Professionals</b></p>	<p>Strategic alignment and main responsibility for the vocational and professional education and training of the Insel Gruppe</p>
<p><b>Medical Department</b></p> <p><b>Main Responsible for the Clinical Education in Nursing (Bildungsverantwortliche)</b></p>	<ul style="list-style-type: none"> <li>• Main responsibility for the clinical training of apprentices and students</li> <li>• Ensuring and advancing quality standards in clinical training</li> <li>• Supervising and coaching of the vocational trainers</li> </ul>
<p><b>Ward</b></p> <p><b>Main Responsible for the Clinical Education in Nursing &amp; Nurse Preceptor</b></p>	<ul style="list-style-type: none"> <li>• Scheduling of the apprentices and students based on their level of education</li> <li>• Scheduling of the vocational trainers and nurse preceptors, in consideration of the apprentices and students needs and the workload</li> </ul>
<p><b>Zone/Shift</b></p> <p><b>Nurse Preceptor &amp; Vocational Trainer</b></p>	<ul style="list-style-type: none"> <li>• Bedside teaching</li> <li>• Assisting throughout the learning process</li> <li>• Performance assessment and training reports</li> </ul>

**Education Committee Nursing & Midwifery**

# Vocational and Professional Education and Training in Nursing



Staff Nurse  
(RN, Healthcare Assistant)

Bedside teaching, training of professional and social skills



Vocational Trainer  
(RN, Healthcare Assistant)

Bedside teaching, training of professional and social skills

Assisting in the learning process, performance assessments and progress reports

RN: 1-2 apprentices and students/ shift  
Healthcaere Assistant: 1 apprentice/ shift



Nurse Preceptor  
(RN)

Bedside teaching, training of professional and social skills

Assisting in the learning process, performance assessments and progress reports

Responsibility for a group of apprentices and students



# Clinical Training Settings

Training with a Staff Nurse	Training with a Vocational Trainer	Training with a Group of Students/Apprentices and a Nurse Preceptor
<ul style="list-style-type: none"> <li>• The student/apprentice is attached with a selected RN/healthcare assistant.</li> <li>• The RN/healthcare assistant is responsible for a group of patients and one student/apprentice during their shift.</li> <li>• While providing holistic care they also teach the student/apprentice the safe practice of comprehensive nursing care.</li> </ul>	<ul style="list-style-type: none"> <li>• The student/ apprentice is attached with a designated vocational trainer.</li> <li>• The vocational trainer is responsible for 1-2 patients and 1-2 students/ apprentices during their shift.</li> <li>• While providing holistic care, they also teach the students/apprentices the safe practice of comprehensive nursing care and assist them in their learning process.</li> <li>• The vocational trainer also is responsible for the whole training programme of the student/apprentice, which includes performance assessments and training reports.</li> </ul>	<ul style="list-style-type: none"> <li>• A group of students/apprentices is attached to a designated nurse preceptor.</li> <li>• The nurse preceptor is not responsible for any patients during their shift. They guide and supervise their students/apprentices and assist them in their learning process</li> <li>• The nurse preceptor may be involved in specific care if needed.</li> <li>• While the training of skills and nursing expertise is crucial in this setting, it also emphasizes peer learning.</li> </ul>

## Novalee Steiner

- Introduction  
(name, age, year of the apprenticeship programme,  
medical division)
- What made you decide to choose this occupation?
- How does a typical day of clinical training look like?
- What are your future goals?



# Questions / Discussion



# Lunch





Thank you for your attention

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[andrea.deiss@insel.ch](mailto:andrea.deiss@insel.ch)