



### **Pre-Clinical Associate Intern**

Title: Pre-Clinical Associate Intern Training  
Duration: College Based and On-the-Job (9 months)  
Training Provider: Baltimore City Community College & The Johns Hopkins Hospital  
Learning Objective: This two part training starts with a “refresher” C.N.A. course provided by Baltimore City Community College. After the refresher course employees are assigned to a nursing unit to begin clinical rotations that will provide them with acute care exposure. This internal training will enable incumbents to then apply for the Clinical Associate training, which requires that participants have the acute care exposure, and, which has been very difficult for Johns Hopkins Hospital non-nursing employees to secure. This training opens up the nursing career track for non-clinical employees.

This training was coordinated by the Nursing Department of the Johns Hopkins Hospital. The employees were selected by this department, and enrolled in a C.N.A. refresher course before working on the units. The project supported the refresher course and the clinical nurse instructor salary. Given the shortage of nurses getting the clinical instructor was difficult. The department was able to utilize two part-time nurses to teach the clinical portions. When conducting this training it is strongly advised to have an attractive package for the clinical instructor. Given the goal of this training the nurse managers at the hospital were willing to assign staff to support this training, which made it a bit challenging for the department schedule. It was also suggested that once someone goes through this training that they are provided with an extended probationary period to make sure that they have mastered all of the skills they need to be successful in the department.

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