

# The future recommendations for nurse educators in Europe

Leena Salminen, professor, University of Turku

New Agenda for Nurse Educator Education in Europe 2020-2023



UNIVERSITY OF  
EASTERN FINLAND



CONSTANTINE  
THE PHILOSOPHER  
UNIVERSITY  
IN NITRA



L-Università  
ta' Malta



THE UNIVERSITY  
of EDINBURGH

Co-funded by the  
Erasmus+ Programme  
of the European Union



# Outline of the presentation

- New Agenda for Nurse Educator Education in Europe 2020-2023, "New Nurse Educator" –project
- Aim of the recommendations
- Methods to create recommendations
- Recommendations
- Conclusions



# **New Agenda for Nurse Educator Education in Europe 2020-2023, "New Nurse Educator" –project**

- **AIM of the project:**
  - harmonize and optimize the competence and educational requirements for nurse educators



## PARTNERS

### Finland:

- University of Turku, coordinator
- University of Eastern-Finland

### Skotland

- University of Edinburgh

### Slovakia

- Constantine the Philosopher University in Nitra

### Spain

- Universitat Internacional de Catalunya

### Malta

- University of Malta

(Germany)

<https://new-nurse-educator.utu.fi/>



# Our project team



- Leena Salminen
- Imane Elonen
- Heli Virtanen
- Sanna Koskinen
- Maria Cassar
- Michelle Camilleri
- Elaine Haycock-Stuart
- Susanne Kean
- Jamie Smith
- Pilar Fuster Linares
- Laia Wennberg Capellades
- Leandra Martin Delgado
- Terhi Saaranen
- Juha Pajari
- Anneli Vauhkonen
- Andrea Solgajová,
- Tomáš Sollár
- Lúboslava Pavelová
- Dana Zrubcová

A screenshot of a Zoom meeting grid showing 15 participants in a 4x4 layout. The participants are:

- Row 1: Imane Elonen (wearing a white face mask), Anna-Kaisa Nikkola, Sanna Koskinen / UTU, Leena Salminen (highlighted with a yellow border).
- Row 2: Heli Virtanen, Juha Pajari / UEF, Andrea Solgajova, terhi.
- Row 3: pilar, Laila Wennberg, Lea Martin, Univ.-Prof. Dr. Micha...
- Row 4: susanne kean, Maria Cassar (represented by a brown square with a white 'M'), Maria Cassar (represented by a brown square with a white 'M').

The bottom control bar includes the following icons and labels from left to right:

- Unmute (muted icon)
- Stop Video (video off icon)
- Participants (15)
- Chat
- Share Screen (green icon)
- Record
- Reactions
- Leave (red button)



# Project of three phases

## 1.9.2020-31.8.2023

- **WP 1** Current situation of Nurse Educators' competence and education
- **WP2** Future Health Care Issues and Pedagogical Solutions:  
*Empowering the nurse educators in the changing world*
  - 30 ECTS educator education programme
- **WP3 Recommendations for a New Agenda for Nurse Educator Education in Europe**



## Nurse educator education in six European countries: a descriptive study

## Ausbildung von Pflegepädagog/-innen in sechs europäischen Ländern – eine deskriptive Studie

Simone Campos Silva<sup>1\*</sup>, Leena Salminen<sup>2</sup>, Imane Elonen<sup>2</sup>, Pilar Fuster Linares<sup>3</sup>, Maria Cassar<sup>4</sup>, Elaine Haycock-Stuart<sup>5</sup>, Terhi Saaranen<sup>6</sup>, Dana Zrubcová<sup>7</sup>, Michael Ewers<sup>1</sup>

Received: 29 May 2023 | Revised: 9 September 2023 | Accepted: 29 September 2023  
DOI: 10.1002/nop2.2033

EMPIRICAL RESEARCH QUANTITATIVE

## Nurse educator competence in four European countries—A comparative cross-sectional study

Imane Elonen<sup>1</sup> | Satu Kajander-Unkuri<sup>1,2</sup> | Maria Cassar<sup>3</sup> |  
Laia Wennberg-Capellades<sup>4</sup> | Susanne Kean<sup>5</sup> | Tomáš Sollár<sup>6</sup> |  
Terhi Saaranen<sup>7</sup> | Miko Pasanen<sup>1</sup> | Leena Salminen<sup>1,8</sup>

Science Talks 6 (2023) 100190



Contents lists available at ScienceDirect

Science Talks

journal homepage: [www.elsevier.es/sctalk](http://www.elsevier.es/sctalk)

Going global yet focusing on the local: A programme for nurse educators

Cassar Maria<sup>a,\*</sup>, Fuster-Linares Pilar<sup>b</sup>, Kean Susanne<sup>c</sup>, Elonen Imane<sup>d</sup>, Camilleri Michelle<sup>a</sup>

NursingOpen



Contents lists available at ScienceDirect

Nurse Education Today

journal homepage: [www.elsevier.com/locate/nedt](http://www.elsevier.com/locate/nedt)

Research article

Professional competence, personal occupational well-being, and mental workload of nurse educators – A cross-sectional study in four European countries

Anneli Vauhkonen<sup>a,\*</sup>, Terhi Saaranen<sup>b</sup>, Maria Cassar<sup>c</sup>, Michelle Camilleri<sup>d</sup>,  
Leandra Martín-Delgado<sup>e</sup>, Elaine Haycock-Stuart<sup>f</sup>, Andrea Solgajová<sup>g</sup>, Imane Elonen<sup>h</sup>,  
Miko Pasanen<sup>i</sup>, Heli Virtanen<sup>j</sup>, Leena Salminen<sup>k</sup>

KONTAKT / Journal of nursing and social sciences related to health and illness

Original research article

## Utility of “The empowering nurse educators in the changing world” study programme

Imane Elonen<sup>1\*</sup> , Elaine Haycock-Stuart<sup>2</sup> , Anneli Vauhkonen<sup>3</sup> , Juha Pajari<sup>3</sup> ,  
Andrea Solgajová<sup>4</sup> , Dana Zrubcová<sup>4</sup> , Luboslava Pavelová<sup>4</sup> , Maria Cassar<sup>5</sup> ,  
Leandra Martín-Delgado<sup>6</sup> , Pilar Fuster-Linares<sup>6</sup> , Laia Wennberg-Capellades<sup>6</sup> ,  
Sanna Koskinen<sup>1</sup> , Susanne Kean<sup>2</sup> , Tomáš Sollár<sup>7</sup> , Terhi Saaranen<sup>3</sup> ,  
Michelle Camilleri<sup>5</sup> , Leena Salminen<sup>1,8</sup>



Contents lists available at ScienceDirect

Nurse Education Today

journal homepage: [www.elsevier.com/locate/nedt](http://www.elsevier.com/locate/nedt)

Review

An integrative review of the continuing professional development needs for nurse educators

Jamie Smith<sup>a,\*</sup>, Susanne Kean<sup>a</sup>, Anneli Vauhkonen<sup>b</sup>, Imane Elonen<sup>c</sup>, Simone Campos Silva<sup>d</sup>,  
Juha Pajari<sup>b</sup>, Maria Cassar<sup>e</sup>, Leandra Martín-Delgado<sup>f</sup>, Dana Zrubcová<sup>g</sup>, Leena Salminen<sup>h</sup>

Nurse Education Today 133 (2024) 106069

Contents lists available at ScienceDirect

Nurse Education Today

journal homepage: [www.elsevier.com/locate/nedt](http://www.elsevier.com/locate/nedt)





# The future recommendations for nurse educators in Europe

- **The aim was**
  - to create and set the future recommendations for future nurse educators, their education, competence requirements, continuous education and occupational well-being

# Methods to create the recommendations

- Based on the results of the project
  - Literature
  - Research results
  - Nurse Educator Education Programme (results and experiences)
- First, each partner country discussed and formulated their suggestions
- Second, the recommendations were discussed in the project group
  - discussion continued until we reached a consensus
- Thirdly, the experts in nurse education (n=13) evaluated the recommendations
- The final formulation of the recommendations

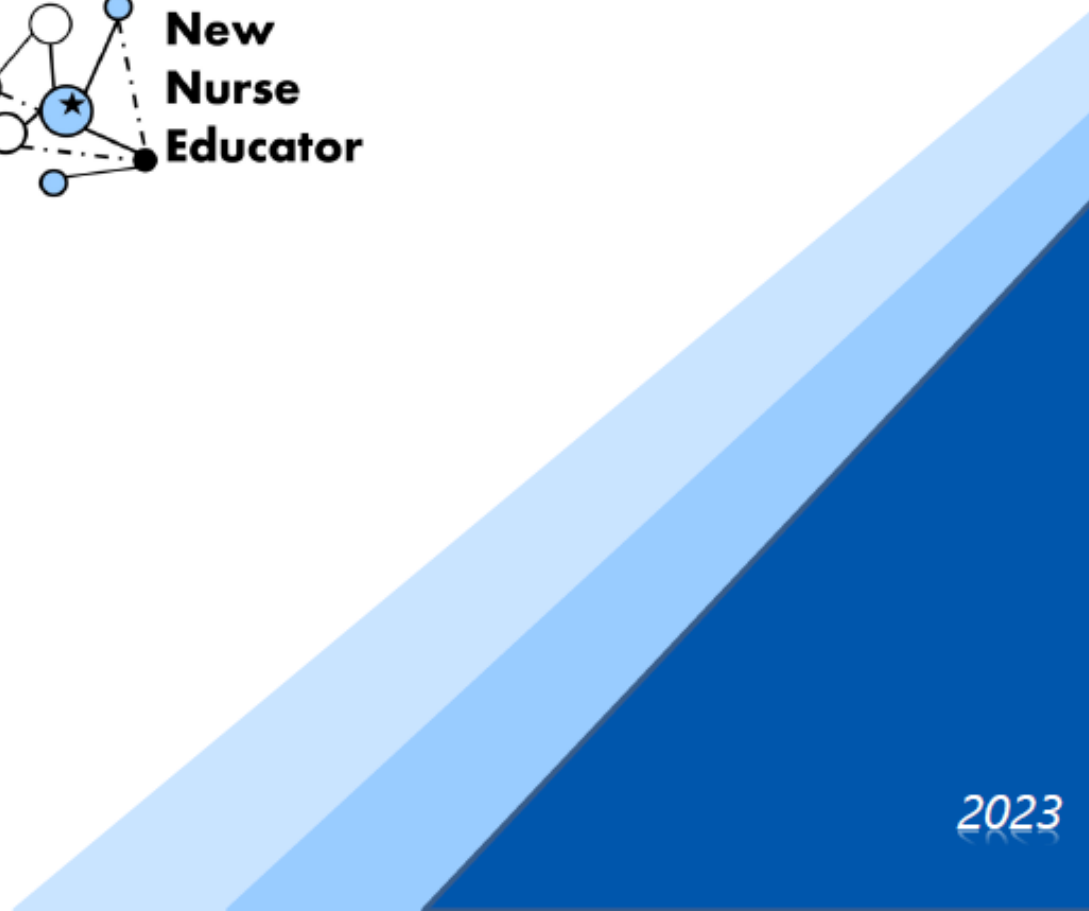
(Campos Silva et al 2022, Elonen et al 203, 2024, Smith et al 2023, Vauhkonen et al 2024, Lemetti et al 2023)

# Evaluation and Feedback

- 13 reviewers
  - Italy (2), Spain (3), Lithuania (1), Iceland (1), Slovenia (1), Portugal (1), Malta (1), FINE
  - 2 reviewers didn't give their names
- Methods
  - Evaluation scale 1-5
  - Written feedback, open-ended questions
- All in all, positive feedback
  - Means are high 4.33-4.58
  - variation 2-5, mostly 3-5

# Future Recommendations for Nurse Educators

---



<https://new-nurse-educator.utu.fi/>

# The 1. Recommendation (mean 4.44)



## Set the common European level qualification and competence requirements for nurse educators

### COMMENTS:

- Regulating the level of education
- 30 ECTS OK, also 60 ECTS is suggested
- Not enough doctoral level nurses for educators
- Master's degree is enough
- Positive impact for nurse education
- Minimum clinical experience is suggested

Establish common requirements for the qualifications and competence for nurse educators across the European countries guided by the EU-directives for nurse education

Align nurse educators' education and competence requirements to the most recent and the best available evidence.

Hold a doctoral level qualification and evidence of a minimum of 30 ECTS pedagogical studies.

# The 2. Recommendation (mean 4.33)

## Develop international continuing education opportunities

### COMMENTS:

- Very appropriate recommendation
- Mentoring model is good
- Important for career development and occupational well-being

**Tailor pan European continuing nurse educator education programmes reflecting societal health trends and changes.**

**Incorporate structured mentoring within the continuous professional development of nurse educators.**

**Foster opportunities for international collaboration for nurse educators in their continuing professional development.**

**Direct employees to allow resources including time and money, for nurse educators' continuous professional development at all stages of their careers.**

# The 3. Recommendation (mean 4.33)

## Promote occupational well-being in nurse educators

### COMMENTS:

- The need of improvement of working conditions
- Very timely
- Link between mental workload and wellbeing
- Self-management skills

**Provide strategies to improve personal and occupational well-being of nurse educators.**

**Enable nurse educators to manage work pressures and workload.**

**Implement manageable workload for nurse educators.**



# The 4. Recommendation (mean 4.58)

## Establish an Observatory for Nurse Educators (ONE)

### COMMENTS:

- Clear, relevant
- Unify the training for educators
- Also challenges
- Promote collaboration
- Critical role in disseminating evidence-based practices
- Potential benefits for nursing education

**Foster collaborations and exchanges between universities and organisations to develop nurse educator expertise and experience across different nations.**

**Advise global organisations on best practice of nurse educator education.**

**Create opportunities for the development and sharing of resources to support a sustainable nurse educator work force.**



# The 5. Recommendation (mean 4.33)

## Establish a European Academy for Nurse Educator education

### COMMENTS:

- Important step towards the creation of new networks, new standards, knowledge and education in Europe
- Offers promising solutions for improvement
- Crucial informing policies and practices in nurse educator education
- Leads to common nurse educator education
- Not clear what does this mean?

**Create a formal network of educational entities that function as a collaborative entity in the design and delivery of international educator education programmes.**

**Undertake research to advance global nurse educator practice and development.**



# Conclusions

- Future recommendations for nurse educators will guide the nurse educators' education and competence qualification and promote the more common nurse educators' action in Europe.
- These recommendations offer an evidence-based knowledge for the policy makers in the European Union and in all EHEA countries to evaluate and develop their nurse educator requirements and policies.



The best project group ever!

# Thank you for your attention

Contact: Leena Salminen, leesalmi@utu.fi



CONSTANTINE  
THE PHILOSOPHER  
UNIVERSITY  
IN NITRA



L-Università  
ta' Malta



THE UNIVERSITY  
of EDINBURGH



UNIVERSITY OF  
EASTERN FINLAND

Co-funded by the  
Erasmus+ Programme  
of the European Union





# References

- Campos Silva S, Salminen L, Elonon I, Fuster Linares, P, Cassar M, Haycock-Stuart E, Saaranen T, Zrubcová D & Ewers M. 2022. Nurse educator education in six European countries – A descriptive study. *International Journal of Health Professions* 9(1), 67–77. DOI: 10.2478/ijhp-2022-0006
- Elonon I, Haycock-Stuart E, Vauhkonen A, Pajari J, Solgajová A, Zrubcová D, Pavelová L, Cassar M, Martin Delgado L, Fuster Linares P, Wennberg Capellades L, Koskinen S, Kean S, Sollár T, Saaranen T, Camilleri M, Salminen L. 2024. Utility of the Empowering Nurse Educators in the Changing World study programme. *KONTAKT - Journal of Nursing & Social Sciences related to Health & Illness*. doi: 1032725/kont2024.xxx (accepted)
- Pajari J, Sormunen M, Salminen L, Elonon I, Pasanen M & Saaranen T. 2024. An Instrument to Assess the Digital Competence of Nurse Educators. *Nurse Educator* (accepted, not published)
- Elonon I, Kajander-Unkuri S, Cassar M, Wennberg-Capellades L, Kean S, Sollár T, Saaranen T, Pasanen M & Salminen L. 2023. Nurse Educator Competence in Four European Countries - A Comparative Cross-sectional Study. *Nursing Open*. 00, 1–12. DOI: 10.1002/nop2.2033
- Lemetti T, Pakarinen A, Salminen L, Virtanen H & Haapa T. 2023. Instruments assessing nurse educators' competence: a scoping review. *Nursing Open* 10(4), 1985-2002. doi: 10.1002/nop2.1479
- Smith J, Kean S, Vauhkonen A, Elonon I, Campos Silva S, Pajari J, Cassar M, Martin-Delgado L, Zrubcova D & Salminen L. 2023. An integrative review of the continuing professional development needs for nurse educators. *Nurse Education Today*. doi.org/10.1016/j.nedt.2022.105695
- Vauhkonen A, Saaranen T, Cassar M, Camilleri M, Martin-Delgado L, Haycock-Stuart E, Solgajová A, Elonon I, Pasanen M, Virtanen H & Salminen L. 2024. Professional Competence, Personal Occupational Well-Being, and Mental Workload of Nurse Educators – A Cross-Sectional Study in Four European Countries. *Nurse Education Today* 133. <https://doi.org/10.1016/j.nedt.2023.106069>