Conference Paper

APPRENTICES TRAINING FOR INDEPENDENT WORK IN HEALTH CARE INSTITUTIONS

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Abstract

Background: The plan and program of apprenticeship for nurses, among other things, stipulate that the apprenticeship aims to introduce to the nurse the essence of healthcare, complement the knowledge acquired during schooling, and enable independent work after passing the professional exam. The apprenticeship program fundamentally complements the knowledge acquired in school institutions as well as the basics of the health care process. During the apprenticeship, the apprentices can determine and complement, and through practical work, train themselves for independent work with healthy and diseased people, family, and the social community, with the aim of achieving the highest possible level of health and independence in work.

Aim: Perceiving of methodical approach of apprentice training for independent work in health care institutions,

Methods: The observational indirect method was used in the research. The working method
for data collection in this research was a survey. Two surveys were included in the research: for employed nurses and apprentices in health care institutions. The sample was 50 nurses and 50 apprentices, as random samples. In order to obtain realistic research results as much as possible, the respondents were from six different hospital institutions in Serbia.

**Results:** Based on the goal and tasks of the research, the results of the survey showed that, on the national level, it is not specified who can train apprentices, the issue of organized training in health care institutions that train apprentices to do independent work, and the evaluation of acquired knowledge and apprentices’ skills. In health care institutions, the organized training of apprentices exists in a very small percentage. Apprenticeship training, at the largest percentage, is performed by nurses with many years of working experience. Mentors are not recognized as someone in charge of apprentices training for independent work. The satisfaction of apprentices with the training provided during the apprenticeship is not at an enviable level. Due to a lack of confidence in the quality of apprentices training, they undergo additional training after employment.

**Conclusion:** Improving the process of apprenticeship training in the form of establishing standards, defining the conditions for apprentices training in health care institutions, evaluating training, defining the conditions for the health care institution itself that trains apprentices for independent work, recognizing the role of nurse mentors, and establishing the conditions for their mentoring are the basics for increasing the quality of the provided health care, faster independence in the work of newly employed nurses, and increased safety of patients in inpatient health care institutions.

**Keywords:** nurses, mentors, training