

Point #4: Compare student skill level and previous experience to the needs of the organization.

Important Considerations for Matching Preceptor/Agency to Student

It is important for the preceptor/employer to meet with the student in a pre-orientation stage to discuss:

- student's level of expertise, past experience and learning needs (How much time do preceptors have to invest into the student's education? How quickly do the students need to be up and running? What types of tasks do you want your student to be able to perform independently? What types of tasks do you want your student to be able to perform as a team member? What level of experience do you expect your student to have with respect to collaborative practice?);
- agency profile and types of clinical experiences (i.e. the personnel, skill mix of the team, patient population and typical clinical experiences, daily caseload, research interest of staff and agency);
- reason why the student chose the placement and how the experience will assist him/her in future career goals;
- fit between the expertise of preceptor and the learning needs of the student;
- communication style of preceptor and student;
- learning style of the student and the types of teaching strategies used by the preceptor (Blum, 2009; Mulholland & Derdall, 2007).

For further information, refer to Entry to Practice.

