

# **Implementation Strategies for Promoting On-the-Job Training for Public Health Nurses through Case Conferences: Literature Review**

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## **Background**

Case conferences are a popular method of on-the-job training for public health nurses. However, the strategies for their implementation in organizations have not, thus far, been systematically clarified.

## **Aim of the study**

To identify strategies for implementing on-the-job training for public health nurses via case conferences in organizations through a literature review.

## **Methods**

Five databases were used for the literature review, including MEDLINE and CINAHL. Three inclusion criteria were established, such as investigating the impact of case conferencing on nursing profession or organizations. English and Japanese papers were included in the review. Data that could be interpreted as strategies for implementing on-the-job training in organizations through case conferences were extracted from the literature. They were then categorized by similarity, and codes were generated.

## **Results**

Eighteen articles were included and data were categorized into the following eight codes: establishing a core team to promote case conferences within the organization, sharing their awareness within the organization, assigning an individual in charge of them, training skills and knowledge for conducting them, ensuring an environment and time that facilitate optimal attention to them, establishing a system for managing their progress, building a sense of security about them, and involving influential individuals among the nursing staff.

## **Conclusions and implications**

Public health nurse managers should facilitate on-the-job training. It is essential to build a system where on-the-job training through case conferences is maintained in the organization by applying implementation strategies. This research was supported by the Kitano Foundation of Lifelong Integrated Education.