

Not Enough Educators? Here's How to Still Deliver Quality ED Training

If you're leading or managing in an Emergency Department (ED), you know the script by now: high turnover, increasing demand, and not nearly enough dedicated educators to support the nurses coming through the doors.

You're not alone.

Across the UK and Ireland, emergency departments are reporting shortages of dedicated Emergency Nurse Educators. And while the need for education has never been greater, the available time, staff, and resources to deliver it have never felt thinner.

So, how do you keep raising standards when you're already stretched?

The good news: **you don't need an army of educators to deliver quality training.** You just need the right tools and a smarter way to structure learning.

Here's where the Faculty of Emergency Nursing (FEN) comes in.

FEN has created a comprehensive, flexible educational model designed to work with the real-world pressures of emergency care.

1. Webinars That Teach So You Don't Have To

FEN offers more than 200 on-demand webinars, covering everything from core clinical skills to communication, prioritisation, leadership, and professional responsibilities. These aren't generic modules—they're created and delivered by experienced emergency nurses who understand the pressures, nuance, and complexity of the ED.

This means you can **redirect your precious educator time away from repeating lectures** and focus instead on facilitating hands-on skills, coaching, and supporting learners in practice.

2. Clear Assessment Tools That Support Peer-Led Learning

Lack of time to assess staff in practice is a common complaint. FEN provides **ready-made, quality-assured assessment proformas**—Mini-CEX, DOPS, and ESLE—designed specifically for emergency care. These tools allow senior nurses (with appropriate preparation) to support assessment, meaning the responsibility for development can be shared across the team—not placed solely on the educator.

This isn't about cutting corners—it's about scaling good practice.

3. Reflection and Documentation Made Easy

Every FEN webinar comes with an evaluation form that prompts critical reflection—capturing learning outcomes, application to practice, and links to the NMC Code. These generate CPD certificates that feed straight into revalidation portfolios.

Learners are empowered to own their development—and educators can see evidence of learning without chasing it down.

4. Grow Your Assessors with Confidence

Worried about ensuring your assessors are consistent and competent? FEN's **Assessor Education Programme** provides training and supervision to support senior nurses in confidently carrying out fair, standardised assessments.

The result? More people who can support staff, fewer bottlenecks, and a department culture where learning belongs to everyone—not just the educator.



In a department short on time and staff, smart systems make all the difference.

FEN helps you embed education into the DNA of your department—accessible, consistent, and quality-driven, even when educator capacity is low.

Because growing your team's capability shouldn't be a luxury. It should be part of the way you work.
