

# Why Traditional Education Models No Longer Work in the ED



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Emergency nursing has always been fast paced. But in recent years, the pace hasn't just increased—it's accelerated beyond recognition. While patient demand rises, staffing pressures mount and shift patterns grow more unpredictable, our education models have, until recently, remained stuck in the past.

Once upon a time, we could send nurses out for full-day study sessions or multi-week university modules, and the department would just "manage." But today's Emergency Departments (EDs) are different. Training that pulls nurses off the floor for hours or days, it's a luxury few can afford—and even fewer can backfill.

That's why traditional models of learning—think classroom-based teaching, off-site courses, or once-a-year updates—are struggling to survive in emergency care. And why the Faculty of Emergency Nursing (FEN) is changing the game.

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## What's Broken?

Traditional education is too often:

- **Inflexible** – You learn when the course is available, not when you need it.
- **Disruptive** – Pulling nurses off the floor means compromising care or increasing stress for those left behind.
- **One-size-fits-all** – Teaching is generic, with little tailoring to experience level, role or individual learning style.
- **Detached from practice** – By the time theory gets applied, the moment has often passed.

For ED nurses, who need responsive, relevant, and real-time learning, this simply isn't good enough anymore.

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## What's Needed Now?

We need a model that:

- Fits around shifts, not against them
- Respects professional time and pressure
- Delivers meaningful CPD without disrupting services
- Supports retention, not just revalidation
- Makes assessment part of practice—not a separate process

FEN delivers exactly that.

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## ✓ The FEN Model: Education That Actually Works for EDs

FEN is built by emergency nurses, for emergency nurses. It's not a university course or a drop-in lecture—it's a flexible, structured and affordable way to upskill the ED workforce at every level.

- ✓ 200+ webinars organised into tailored programmes (Clinical, Leader, Fellow, Assessor, Acuity)
- ✓ Sessions accessible 24/7—watch when you want, as often as you need
- ✓ Evaluations that link directly to NMC Code domains—ideal for PDPs and revalidation
- ✓ Free, open-access assessment tools like Mini-CEX, DOPS and ESLE to support real-time learning and workplace-based feedback
- ✓ Qualifications (Levels 6–8) that deliver knowledge, capability and confidence—all without leaving the department

This isn't education *about* emergency nursing. It is emergency nursing—captured, delivered, and adapted for a workforce under pressure.

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### A Final Thought

If you've ever said, "There's just no time for training," or felt frustrated that learning never seems to match what happens on the floor, you're not alone. FEN was created to solve that exact problem.

So maybe the issue isn't nurses who don't want to learn—it's a system that hasn't made learning fit for practice.

Isn't it time we fixed that?