THE IP EDUCATOR

Tips on teaching adults

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"Learning is a way to __transform__ knowledge insights and skills into behavior. The learning environment in healthcare settings is unique because of the diversity of the healthcare personnel."

APIC Text of Infection Control and Epidemiology online

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About a Nurse

allnurses.com

"No, I'm not counting down the days until my vacation. I'm counting how many new things I've learned this week."

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Key Education Concepts

- Major goal of healthcare education is to improve job skills and competency
- Workplace training in healthcare is a response to emerging issues and tends to be problem-focused
- Learning retention increases with immediate application
- Needs assessment/performance improvement studies identify areas for knowledge, skills, or attitude
- Development of a well-defined plan for each learning experience
- Education should be linked to organizational mission
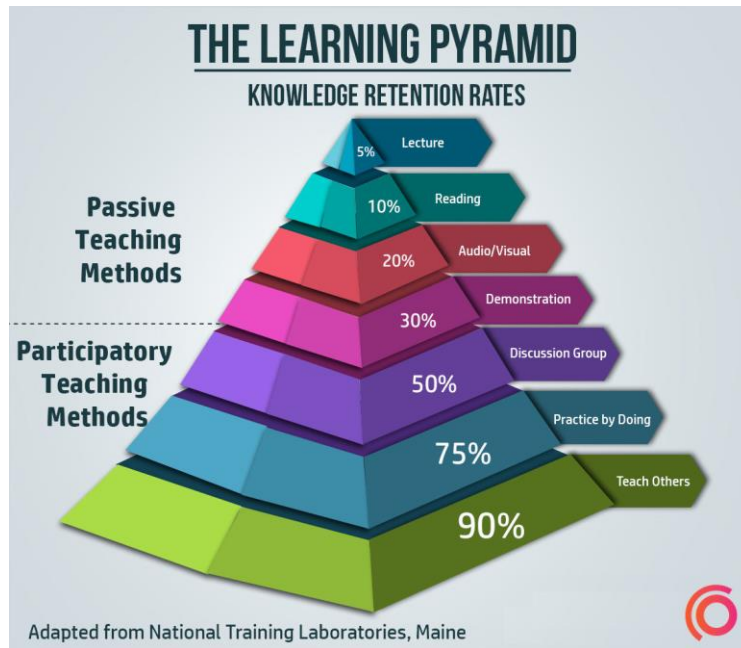
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Adult Learner Motivation

- Adults have a higher sense of self-direction and motivation
- Adults use their life experience to facilitate learning
- Adults are focused on achieving goals
- Adults need to know how the information is relevant
- Adults are practical
- Adults are looking for help and mentorship
- Adults are open for modern ways of learning
- Adults want to choose how they learn

- Learn because they want to or see a direct benefit of learning
- Learn by doing/Direct experience
- Choose their learning path

- Long-term and short-term benefits
- Application of what they learn
- Learn by example

- Be flexible

- Information is relevant to learner's current role

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Health Care Personnel Diversity

- Education and training is unique and complex because of a diversity of personnel
- Successful strategies includes considering the following:
  - Age, cultural background, ethnicity, educational level, and learning styles
  - Literacy, cultural diversity, cross training and technological advance

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THE LEARNING PYRAMID
KNOWLEDGE RETENTION RATES

Passive Teaching Methods

Participatory Teaching Methods

Lecture 5%
Reading 10%
Audio/Visual 20%
Demonstration 30%
Discussion Group 50%
Practice by Doing 75%
Teach Others 90%

Adapted from National Training Laboratories, Maine

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Educational Plan

- Needs assessment
  - Identify deficiencies in knowledge, skills or attitude
- Methods used
  - Have staff complete a learning needs assessment
  - Review of ICAR aggregate findings
  - Facility rounding
  - Conversations with the staff
  - Do they have the resources they need to comply-Gowns and gloves for example

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Audit Tools

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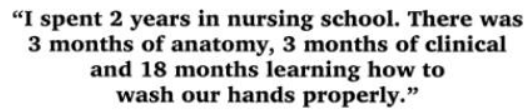
Regulatory Educational Requirements

Training required by regulatory agencies

- OSHA
  - Bloodborne Pathogens
- CMS
  - Infection Prevention Training
- Facility
  - Required training per Accreditation

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Instructional Methods

- Lectures
  - Tell the learners something they could not (or would not) read
  - Success depends on how useful the information is and the presenter's public speaking ability
  - Enhanced when time is allowed for Q&As
- Computer-based training
- Games-quizzes, word search and scramble puzzles
  - Can facilitate learning if well structured
  - Can introduce a concept or assess current knowledge

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Instructional Methods

- Train the trainer
  - Better suited for large organizations
- Case Studies
  - Used as a training method to bridge the gap between theory and practice
  - Discussion based format
  - Enhances problem solving skills
- Simulation
  - Great tool when feasible
  - Practice use of PPE, environmental cleaning etc.,

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Instructional Methods

- Self-instructional modules
  - Another alternative for visual learners
  - Self-paced approach
  - User-friendly and simple
  - Can review with the staff
- Videos-short video clips
  - Helpful to demonstrate a point or open the discussion
  - Just in time training

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Peer to Peer Mentoring Program

- CDC HH Guideline describes the importance of role models.
- Research suggests that HH compliance is influenced significantly by behavior of other HCP.
- IPs should emphasize the importance of role modeling to set high standards and improve safety.
- Improves infection prevention competency.

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Learning Environment

- Difficult in our settings
- Conducted on site
- Distractions
- Must be flexible
- Informal
- Supportive
- Be prepared for the unexpected

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Suggestions

- Schedule your sessions ahead of time
- Identify the space for your session and time limitations
- What technology is available
- Plan on being flexible
- If using PP slides, there are lots of rules
  - Make sure the facility can support a PP presentation
  - Slides should have some text
  - Avoid being too fancy or creative with graphics
  - Bring copies of the slides with you-you are the presenter
  - If using abbreviations or acronym, make sure that you have spelled out the meaning

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Summary

- Basic goal of Healthcare education and training is to improve job skills and competence.
- Healthcare continues to rapidly change, and evolve
  - complex training must address literacy, diversity, cultural competency, cross-training, and technological advances.
- Must be well thought out and presented in a manner conducive to the audience.

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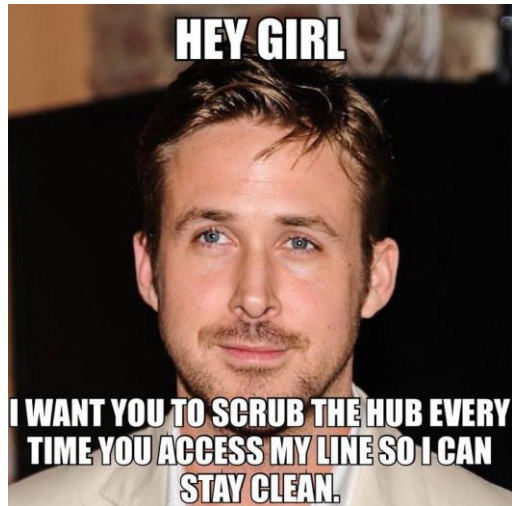
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