

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

About a Nurse



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

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

Adult Learner Motivation

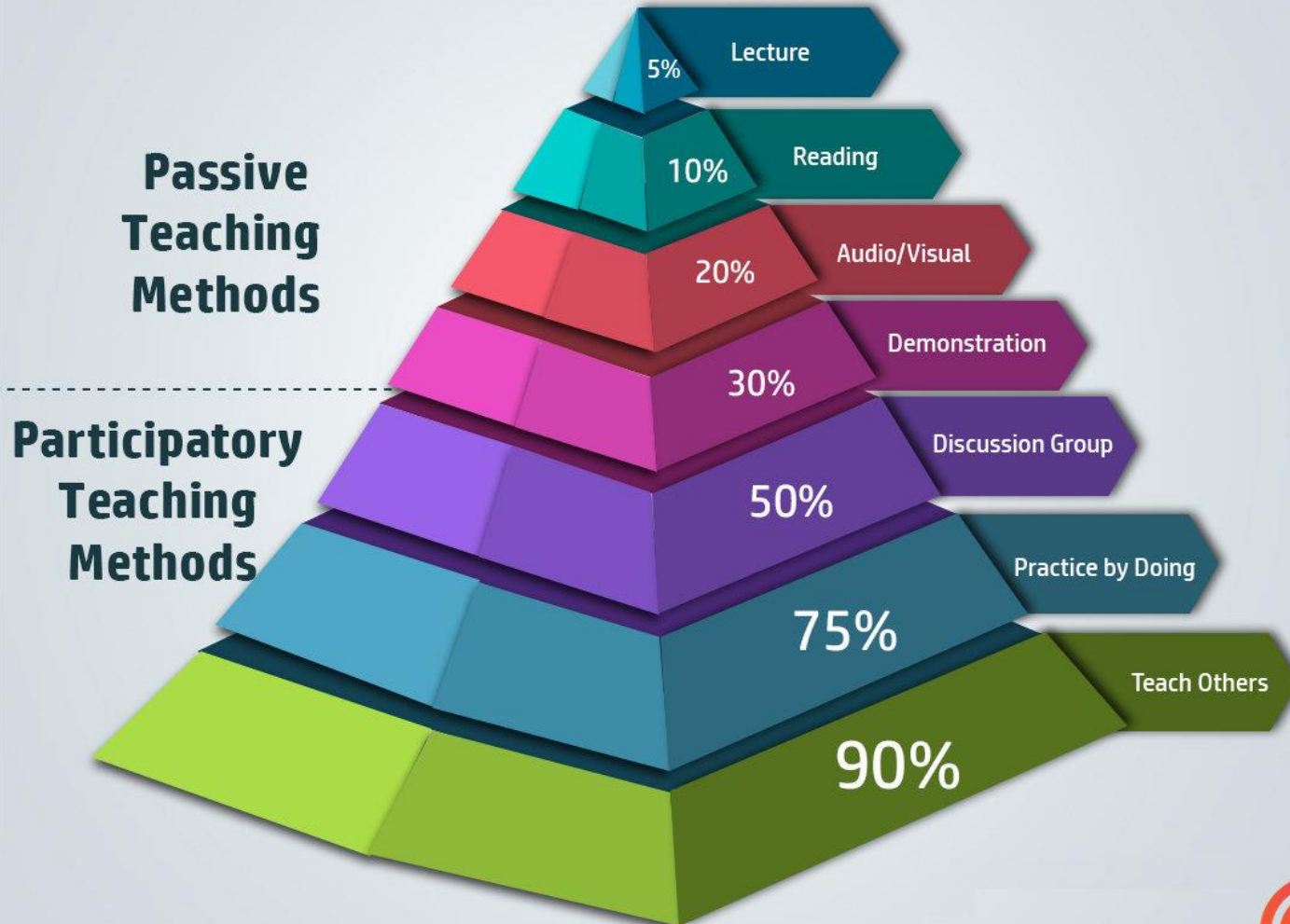
- ❑ Adults have a higher sense of self-direction and motivation
- ❑ Adults use their life experience to facilitate learning
- ❑ Adults are focused on achieving goals
- ❑ Adults need to know how the information is relevant
- ❑ Adults are practical
- ❑ Adults are looking for help and mentorship
- ❑ Adults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

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

THE LEARNING PYRAMID

KNOWLEDGE RETENTION RATES



Adapted from National Training Laboratories, Maine



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



“I spent 2 years in nursing school. There was 3 months of anatomy, 3 months of clinical and 18 months learning how to wash our hands properly.”

Regulatory Educational Requirements

Training required by regulatory agencies

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

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

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.,

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

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.



Learning Environment

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

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

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.

A woman wearing a full-body blue protective suit, a yellow surgical mask, and blue gloves is pointing her right hand towards the camera. She is standing in a hallway with a wooden handrail.

Only YOU
can stop the
spread of
infection!

A close-up portrait of a man with short brown hair and a light beard, looking slightly to the left of the camera with a subtle smile.

HEY GIRL

**I WANT YOU TO SCRUB THE HUB EVERY
TIME YOU ACCESS MY LINE SO I CAN
STAY CLEAN.**

References

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