

APPLICATION OF KNOWLEDGE MANAGEMENT TO TRAINING AND TRAINING EVENTS IN THE HEALTH SECTOR

The Best Practices in Germany

Best Practice 2

This Best Practice is related to the Training Event:

[“Wiki Med”](#)

([Click here](#) to access the Form on to the Hippocrates portal)

<p>Definition of target group</p>	<p><i>Were the target group KM training needs previously identified? If yes, how?</i></p> <p>Wiki Med is the result of a project that was realised in collaboration with a research institution, the German professional association for medical technologies and other industrial institutions. Within the project a needs analysis was conducted and the target group specified: Mainly SME's in the medical industry</p> <p><i>Were the KM training needs of target group previously assessed? If yes, how?</i></p> <p>The training needs derive from latest developments in the medical sector to which SME have to adapt in order to remain competitive. Moreover, for each participating SME a specific needs analysis was conducted in order to define the specific qualification needs.</p>
<p>Identification of training staff</p>	<p><i>Which was the process for the selection of the trainers?</i></p> <p>The training is one of the elements that are part of the introduction of KM instruments. The project partners developed a model for the introduction of KM and applied it themselves in pilot institutions.</p> <p><i>How were the skills and experiences of the trainers assessed?</i></p> <p>The project members developed the most innovative approach and were themselves therefore in the position to realise the training.</p>

<p>Courses methodology and material</p>	<p><i>Was the methodology adopted for the course consistent with the specific needs of the target group?</i></p> <p>Since Wiki Med was a research project that was realised by a consortium of 5 experienced partners (experts from the Fraunhofer IPA (research) and the medical industry as well as software developers), the overall aim was to develop a best practice model for the introduction of KMS in the medical industry that meets the specific needs of the target group (SME's in the field).</p> <p><i>Were the training material distributed consistent with the learning needs of the target group?</i></p> <p>As mentioned above, specific qualification and training needs were assessed by the project team and the training and the training material was organised accordingly.</p> <p><i>Were a sufficient number of practical KM examples provided during the course?</i></p> <p>The course itself dealt with the introduction of KM according to previously defined needs and methods.</p> <p><i>What the teaching methods were used during the Course to involve participants?</i></p> <p>Blended Learning</p>
<p>Course contents</p>	<p><i>Were the KM course contents consistent with the needs of the trainees?</i></p> <p>see above course methodology</p> <p><i>The programme prepared involving trainers?</i></p> <p>It's the trainers who prepare the programme on the basic of specific needs.</p>
<p>Results</p>	<p><i>Calculation of the balance between the number of trainees enrolled / those who completed the training course / those who passed the final exam (if available)</i></p> <p>There was no final exam foreseen. This kind of training is an in-house training and its aims it to meets the specific needs of staff members who have to cope with new KM instruments after the introduction.</p> <p><i>Analysis of the balance between the skills the trainees had at the beginning of the training course and at the end of it</i></p> <p>Staff was able to cope with new requirements deriving from the introduction of new KM instruments.</p>

Evaluation	<p><i>Were the trainees asked to complete an evaluation form?</i></p> <p>There was certainly an overall project evaluation. No hint can be found whether individual evaluation took place.</p>
Reference model for the evaluation	<p>not known</p>
Other elements	<p><i>During the course, the tutor was involved?</i></p> <p>Project partners were involved and accompanied the introduction of KMS in all its aspects.</p> <p><i>There was the community online for the discussion after the end of course?</i></p> <p>Transferable best practice models were established and made available.</p>
Comments	<p>This kind of training is certainly not the classical training course where participants enrol because of a specific interest, topic or the like, but it accompanies new developments such as the introduction of new systems and instruments (here KMS) and prepares staff members to cope with new tasks that result from those new developments.</p>