

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

The Best Practices in Lithuania

Best Practice 4

This Best Practice is related to the Training Event:

[New Graduate Nurses](#)

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

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| <p>Definition of target group</p> | <p><i>Were the target group KM training needs previously identified? If yes, how?</i></p> <p>One of the priorities of health reform in Lithuania is becoming health care of the ageing population. It is necessary to evaluate the needs for nursing and long term supportive treatment among the adult population and the legal basis regulating the preparation, retraining and financing of specialists. However the system did not compete youth role to continue studies in new specialization according with changed health reform situation. NGO not satisfy the highest education policy which draw lower level of the studio programs and applies their theoretical programs.</p> <p><i>Were the KM training needs of target group previously assessed? If yes, how?</i></p> <p>Yes, Interview with the director of the Vilnius College of dr. Gintautas Bražiūnu.</p> |
| <p>Identification of training staff</p> | <p><i>Which was the process for the selection of the trainers?</i></p> <p>Nursing, like every other school has to teach in the field, this is a nurse, and not doctors</p> <p>Unfortunately, the training of nursing professionals in universities and colleges to participate in the vast majority of doctors</p> <p>LMSU has strong cooperation traditions with the Vilnius college of Medicine. Some of the study program was transformed to the construction and design college heeded to our suggestions. Actually it connects the different departments of the teachers. This is a serious cathedral, which can already address the serious scientific problems, to raise educational levels and to retrain nursing role. There is a small and specific, narrowly specialized departments, which provide only a study program.</p> <p><i>How were the skills and experiences of the trainers assessed?</i></p> <p>Answered in previous.</p> |

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| <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>Training took place in groups of 10 - 12 participants. In the workshops time - 100 hours. Training sessions attended by 48 young nurses' staff of the MS centers. Seminars held in 2 major areas: theoretical exploration and practical skills. Training familiar with the research methods and techniques, learned how to prepare patient to the open dialogue, to deepen their knowledge in psychology, non-traditional medicine therapy and philosophical issues. Decision-making and problem solving - Group 2 (48 persons in 16 academic hours).</p> <p>Seminars held in Vilnius's MS center. The training was held in groups of 18 - 20 participants. In the workshops time - 144 hours. Training sessions attended by 48 nurses staff.</p> <p>Nurses staff, successfully completed their training programme, was presented workshops for completion certificates. Training course has increased the quality of employees, working in social service work</p> <p><i>Were the training material distributed consistent with the learning needs of the target group?</i></p> <p>Yes, before starting.</p> <p><i>What the teaching methods were used during the Course to involve participants?</i></p> <p>Trainers used both . teaching methods: Traditional and Non-traditional</p> |
| <p>Course contents</p> | <p><i>Were the KM course contents consistent with the needs of the trainees?</i></p> <p>The most important course contents is - the process of care and research needs of patients of all ages (children, elderly and old people), suffering from various diseases, including primary health care under the supervision of the old and disabled patients</p> <p>SOCIAL WORK AND HUMAN RIGHTS; Filosofia the values of living, social responsibility. BASIC HUMAN RIGHTS ACTS: medical ethics principles THEORETICAL KNOWLEDGE IN REALITY: Problems: Identification and Response; General Topics: Environmental, Older persons, Disabled persons.\ Analysis of the Human rights enforcement work of the maintenance of the social profile . Students debate issues.</p> <p><i>Was the course programme organized in an effective way?</i></p> <p>These are the factors that influence the advantage of learning in the workplace MS centers. In order to assure practical training of nurses in a real workplace a constant link between the educational medicine higher institution and a business world- social service,</p> <p>That is is the most effective way how teaching programme was organized.</p> <p><i>The programme prepared involving trainers?</i></p> <p>Yes.</p> |

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| <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>Nurses staff, successfully completed their training programme, was presented workshops for completion certificates. Training course has increased the quality of employees, working in social service work</p> <p>As certificates and recommendations of nursery training programme are very much valuable to find /to continue a job and all 48 participants started and finished courses.</p> |
| <p>Evaluation</p> | <p><i>Were the trainees asked to complete an evaluation form?</i></p> <p>After the courses 10 participants were involved into the Project "Mobile nursing" carried out by LMSU and they completed forms.</p> <p><i>If yes, which main aspects of the course were evaluated?</i></p> <p>The nurses changed their narrow scope of operations which was , concentrated in a narrow objects, tasks and functions to the wide covered functions , challenges and the practice of modifying of the nursing service efficiency and autonomy.</p> <p><i>If yes, what was the result of the evaluation made by the trainees? (If available)</i></p> <p>The relevance of the knowledge of psychology in collaboration with the college and trainers group showed that the nurses must be able to communicate, to manage their emotions, be able to assess the situation.</p> |

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| <p>Reference model for the evaluation</p> | <p>e.g. - reaction of student (satisfaction) – what they thought and felt about the training The study reaction reflects the discussion of the student's ability to think logically, abstract concepts and put on adequate conclusions.</p> <p>learning – All 48 participants had to prepare final works (different topics - they got in blind way) Prepared works were discussed at meetings of trainers and teachers from the College. Additionally too this joint estimated committee put recommendations on the CV and certificates.</p> <p>behaviour – extent of behaviour and capability improvement and implementation / application</p> <p>At the beginning, nurses faced a lot inside the contradictions, methodological and operational organization of the difficulties to overcome before the former high school student behavior stereotypes, following them difficult to study independently when, and many were needed free and open relations with the trainers in order to adapt to new requirements. That,s why c into courses content were included Taip pat daug sunkumų sudaro ir psichologinė, profesinė bei socialinė adaptacija. a number of psychological, professional and social adaptation.material. (Pedagogikos ,odynas. 1993 m. Vilnius.)</p> <p>results – the effects on the business or environment resulting from the trainees's performance</p> <p>At the conference “”The professional self-concept of new graduate nurses” 3 participants read scientific reports.</p> |
| <p>Other elements</p> | <p>During the course, the tutor were involved? No</p> <p>Were was the community online for the discussion after the end of course?</p> <p>Yes, http://www.speros.lt/paieska/?q=BENDRUOMENES+SLAUGA&page=3</p> |
| <p>Comments</p> | <p>Trained in basic nursing education nurses need to offer continuing education, where they have opportunities to develop and expand research methodology skills</p> |