

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

The Best Practices in Czech Republic

Best Practice 3

This Best Practice is related to the Training Event:

[Nursing and midwifery clinical practice](#)

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

Definition of target group	<p><i>Were the target group KM training needs previously identified? If yes, how?</i></p> <p>YES</p> <ol style="list-style-type: none"> 1. On the basis of personal experiences, all lectors and the courses designers have been former members of the target group (nurses and midwifery) 2. Formal and informal discussion with members of the target group who are longtime partners of the organizer. 3. Representatives of the target group were included in a team, which processed data and prepared the educational course. (They were an official partners in a project ESF, which researched the objective of the courses.) <p><i>Were the KM training needs of target group previously assessed? If yes, how?</i></p> <p>YES</p> <ol style="list-style-type: none"> 1. In collaboration and communication with the representatives management of nursing of the target group, those have coordinated education of their employees with context of needs of their workplaces and provided conditions and possibilities for their further education and training. 2. On the first introductory meeting with the trainees. After identification with content and form of the course they could express one's opinion, raise suggestions, proposal. 3. Other courses were actualized according to trainees needs expressed in an evaluation questionnaires.
Identification of training staff	<p><i>Which was the process for the selection of the trainers?</i></p> <p>Lectors = initiators, designers and authors of the educational programme, project managers within the framework of which the course were prepared, the all are specialists and experts, the all have the same education like the target group – nurses and midwifery. Their pedagogic and nursing practice is longer than 20 years, the all lectors sermonized or all the time sermonize practice, regularly take supervise of the trainees of the course.</p> <p><i>How were the skills and experiences of the trainers assessed?</i></p> <p>See above – all is also formally documented</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> YES</p> <p><i>Were the training material distributed consistent with the learning needs of the target group?</i> YES</p> <p><i>Were a sufficient number of practical KM examples provided during the course?</i> YES – direct practical training of the trainees</p> <p><i>What the teaching methods were used during the Course to involve participants?</i> Lectures, individual and group work, autonomous working-written, autonomous working-verbal presentation of the project, practices in groups – simulation of a student’s practice, problem solving techniques and case studies, learning of stories, self portfolio processing, playing of roles</p>
<p>Course contents</p>	<p><i>Were the KM course contents consistent with the needs of the trainees?</i> YES</p> <p><i>Was the course programme organized in an effective way?</i> YES with regard to needs of the target group</p> <p><i>The programme prepared involving trainers?</i> YES – see above</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> 98 % - 100 % according to running of the course</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> It cannot be quantified, but the most of the trainees derive almost immediately benefit from competence gained at conduct of nursing practice of the students in their workplaces.</p>
<p>Evaluation</p>	<p><i>Were the trainees asked to complete an evaluation form?</i> YES</p> <p><i>If yes, which main aspects of the course were evaluated?</i> The educational programme, continuity, individual growth, activities, expectation, results and outputs and benefit for practice</p> <p><i>If yes, what was the result of the evaluation made by the trainees? (If available)</i> YES, it’s available – it was presented on conference, evaluation generally 1-2 on 5-scale</p>

<p>Reference model for the evaluation</p>	<p>e.g.</p> <ul style="list-style-type: none"> - reaction of student (satisfaction) – what they thought and felt about the training YES - learning – the resulting increase in knowledge or capability YES - behaviour – extent of behaviour and capability improvement and implementation / application YES - results – the effects on the business or environment resulting from the trainees's performance YES
<p>Other elements</p>	<p><i>During the course, the tutor were involved?</i> YES</p> <p><i>There was the community online for the discussion after the end of course?</i></p> <p>YES indirect – opened active web sites with references to lectors, organizers of the education</p>
<p>Comments</p>	