

**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 care in peditry](#)

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

<p><b>Definition of target group</b></p>	<p><i>Were the target group KM training needs previously identified? If yes, how?</i></p> <p>Yes Target group: children´s nurse</p> <ol style="list-style-type: none"> <li>1. The course is based on requirements written in the legislation : Directive No. 424/2004, §48: “ children´s nurse practices activities in the course of care about healthy and sick children” those were priorities for target group participant at the preparatory phase of the course.</li> <li>2. The participants could select individual modules accordance with their needs and interests by written communication.</li> <li>3. Representatives of a target group were included in the preparatory team, which processed data and prepared the proper educational course</li> </ol> <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"> <li>1. A survey – questionnaire to assess utility of children´s nurses in the region and to identify their interest for that specialization course.</li> <li>2. In cooperation and communication with the representatives of the nursing management of the target group, who have coordinated education of their employees in context of their workplaces and have ensured working conditions for them to facilitate their education</li> <li>3. On the introductory meeting about content of the course with the participants. They had got possibilities for comments, suggestion, proposal and expressed their opinion. Related to the discussion about needs of the trainees the time of education in weeks was shortened while the number of hours a week has been preserved.</li> </ol>
<p><b>Identification of training staff</b></p>	<p><i>Which was the process for the selection of the trainers?</i></p> <p>The selection of the trainers was based on specifics of the work and requirements on specialization education of the course. All tutors have university education</p> <p><i>How were the skills and experiences of the trainers assessed?</i></p> <p>On the basic of proven personal curriculum vitae and proven competence and education</p>

<p><b>Courses methodology and material</b></p>	<p><i>Was the methodology adopted for the course consistent with the specific needs of the target group? YES</i></p> <p><i>Were the training material distributed consistent with the learning needs of the target group? YES</i></p> <p><i>Were a sufficient number of practical KM examples provided during the course? YES</i> Practical training proceeded on the accredited workplaces for training of the profession.</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 an educational situation in children, producing of a practical tools for children, work with documentation, problems solving techniques, case studies examples, learning by stories, playing of roles</p>
<p><b>Course contents</b></p>	<p><i>Were the KM course contents consistent with the needs of the trainees? Yes with regard to needs of the target group</i></p> <p><i>Was the course programme organized in an effective way? Yes</i></p> <p><i>The programme prepared involving trainers? Yes, with regard to variety of the programme it was necessary to organize and coordinate process with all lectors, trainers and lecturers</i></p>
<p><b>Results</b></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> 100 %</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> A final exam was realized. All trainees completed it (99% excellently or very well)</p>
<p><b>Evaluation</b></p>	<p><i>Were the trainees asked to complete an evaluation form? NO</i></p> <p><i>If yes, which main aspects of the course were evaluated?</i> <i>If yes, what was the result of the evaluation made by the trainees? (If available)</i> Informal evaluation : Proper educational programme, continuity, personal growth, activities, expectation, results and outputs and usefulness for profession</p>

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