Development of an Interactive Essential Training Needs dashboard for nurses and midwives working across Epworth HealthCare

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Introduction

> Ensuring nurses and midwives have the education and training they need to provide the highest quality evidenced based care to patients is an ongoing challenge for health services globally. Currently, Nurse Unit Managers (NUMs) and Clinical Nurse Educators (CNEs) at Epworth have limited access and oversight of training completion rates outside of Mandatory Training.

> The purpose of this project is to create an interactive Essential Training Needs Dashboard that will capture each ward or unit requirements of staff development. This will facilitate the creation and delivery of targeted education and improve the quality of patient care.
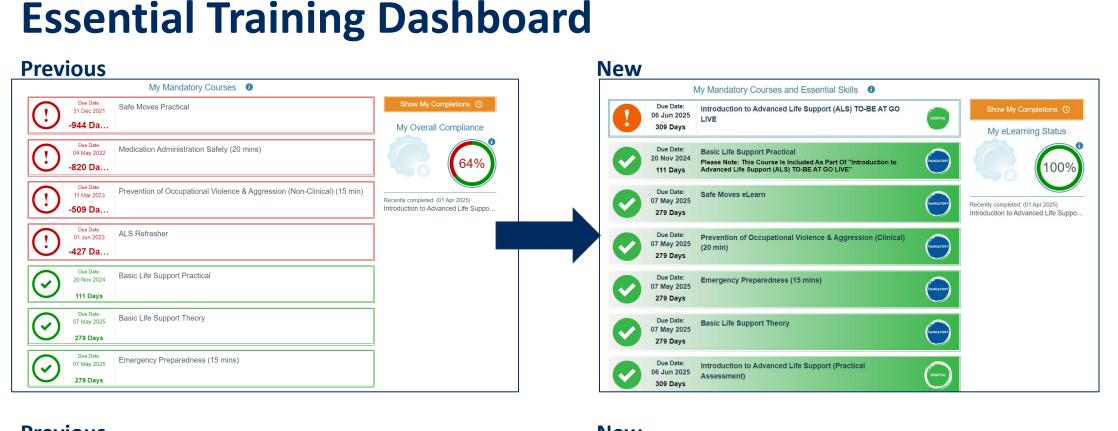
Aims and Objectives

Aims:
> Provide an easy tool for Nurse Unit Managers (NUMs) and Clinical Nurse Educators (CNEs) to:
- Identify and track the essential training needs of staff
- Facilitate mapping essential training needs
- Enable NUMs access to staff capability in a timely manner
- Provide timely information to the Education and Learning Team

> Improve nursing staff engagement and attendance at targeted education sessions.

> Improve the knowledge and skills of nursing staff tailored to their specialty area to deliver the best possible care for Epworth patients.

Methods

Observational Mixed Methods Study
> Data collection will include:
- Staff surveys
- Review of administrative data capturing education completion rates before and after development and introduction of the Essential Training Needs Dashboard
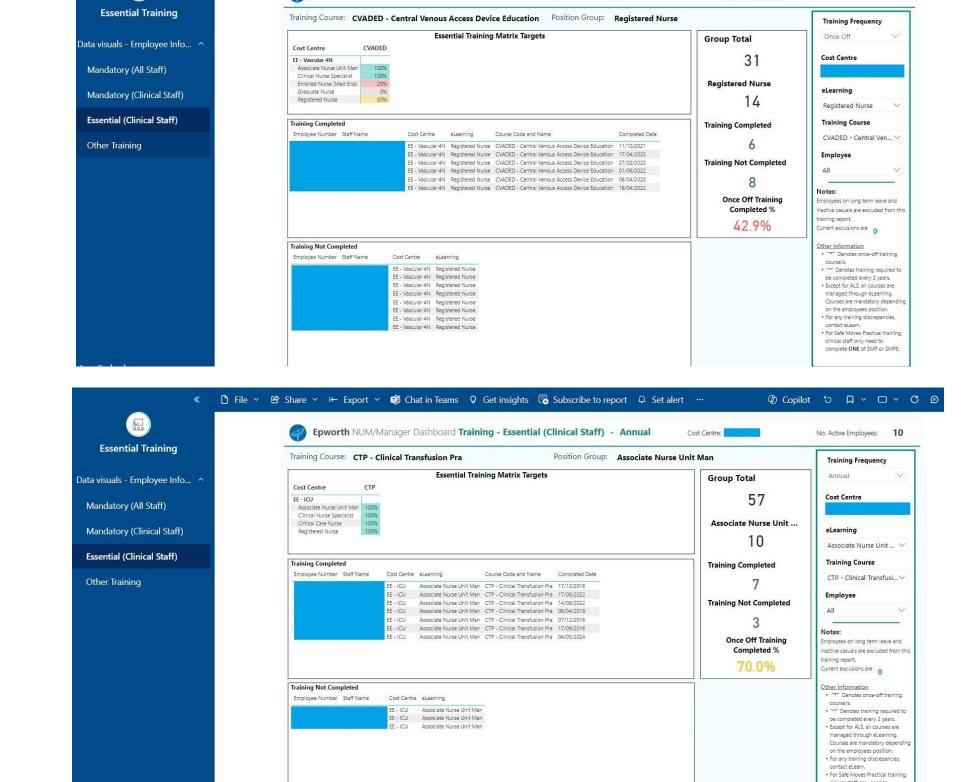
Results

Essential Training Dashboard

Essential Training Dashboard Survey

> 79% of CNEs and 50% of NUMs surveyed reported that their current methods of collating staff that had/had not completed training were not accurate

> 86% of CNEs and 70% of NUMs surveyed reported that the inability to see a staff members Essential Training completion on a Dashboard hindered them in their role

> 100% of CNEs and NUMs surveyed reported that incorporating "Essential Training" on a Dashboard would assist them in their role.

"If the essential training could be tailored to the unit on power BI it really would be the source of truth."

"Education team unable to forecast/plan for necessary targeted and timely training needs. No current capability for education team to independently track essential training completion, delayed training delivery."

"The Power BI data is limited, and only includes things like ALS/BLS. It doesn't include data such as PORT training, which helps with staffing."

"If I had access to know which staff members were due for training, I could tailor my education accordingly to better support Nurse Unit Managers to provide the required training in an appropriate time frame."

Conclusion/Implications for Practice

> Results indicate that all CNEs and NUMs surveyed believed the Essential Training Dashboard would assist them in their roles.

> Staff completion rates for essential training will be compared before and after the introduction of the Essential Training Dashboard.

> This evaluation will demonstrate whether the introduction of an Essential Training Needs Dashboard improves targeting and uptake of advanced nursing skills training tailored to specific clinical areas.

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