

Utilising an e-learning platform to monitor training compliance

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Introduction

Maintaining continuous professional development (CPD) and compliance with statutory and mandatory training is a central requirement for all Registered Nurses (Nursing & Midwifery Council 2016). Training also extends to other members of the healthcare team. The ability for healthcare organisations to easily and quickly report on training compliance to internal and external customers has previously largely been a manual process. Following the recent introduction of a new learning management system (LMS) our ability to generate training activity reports has been greatly enhanced. This offers the ability to produce local/regional and national reports electronically (Graph 1) using predefined templates and the ability to generate bespoke reports.

Objectives

Undertake a full review of the uptake of training from 1st January to the 31st December 2015 in order to identify compliance with training requirements.

Methods

In order to capture all training transactions a bespoke report template was created on the LMS. A bespoke report was required as the standard report templates available in the report wizard did not capture all training and educational transactions. The bespoke report provided a full data extract which was electronically created and downloaded as a Microsoft Excel workbook. Obtaining the report in this format offered ease of statistical analysis of the data and therefore presentation of the training activity on a local, regional and national level.

Results

The full data extract captured a total of 7,911 completed training activities (Graph 2) covering the following blended learning activities (Graph 3);

- ❖ Tasks i.e. completion of initial and annual competence
- ❖ Classroom training e.g. introduction to chronic kidney disease
- ❖ Virtual classroom training i.e. water treatment
- ❖ Online training e.g. hand hygiene

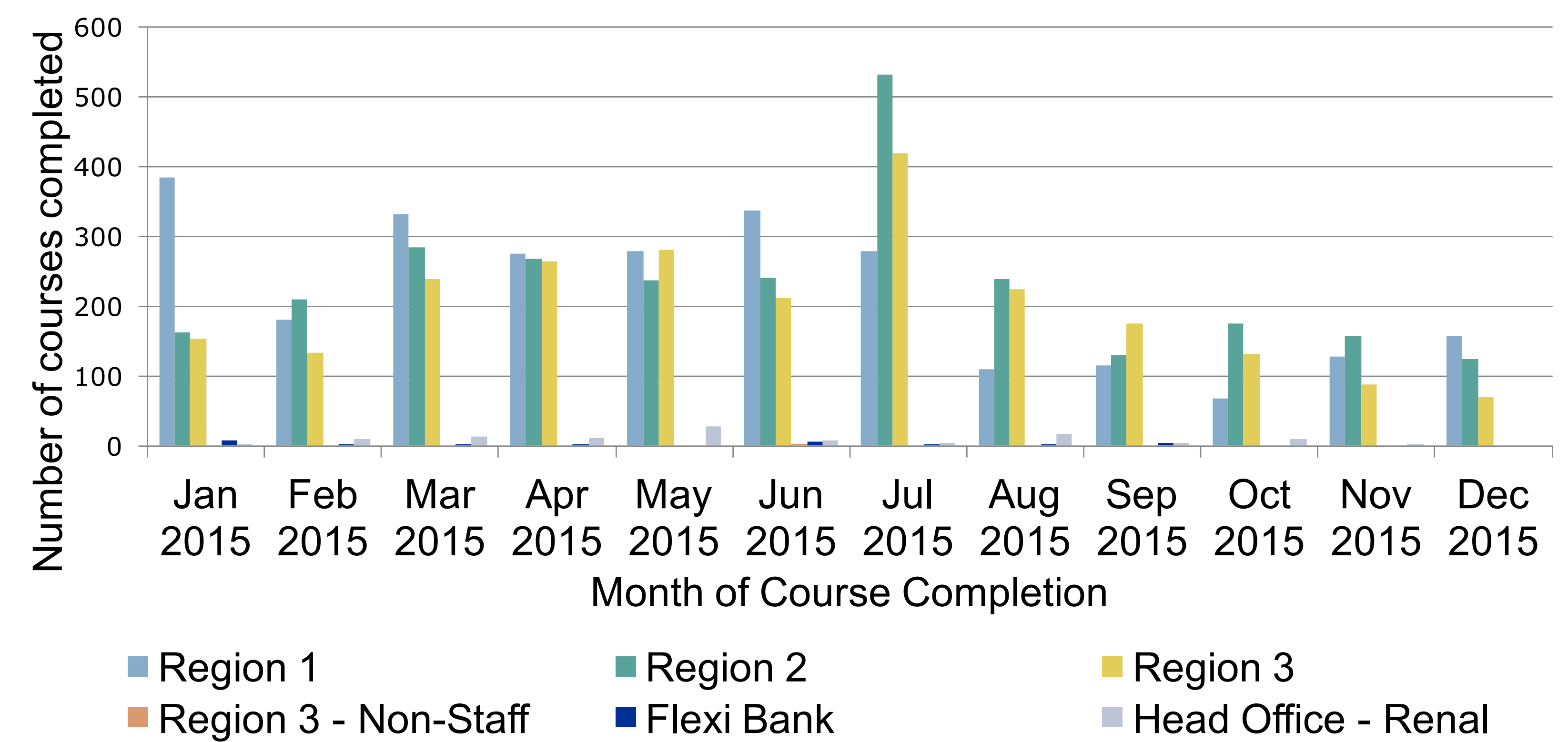
Analysis confirms that on average each of our clinical staff completed 14 internal training activities. Mandatory training such as hand hygiene (n=842), basic life support (n=643) and anaphylaxis (n=617) were completed most frequently. New eLearning modules also demonstrated very good uptake, a guide to deprivation of liberty safeguards (n= 613) and the Mental Capacity Act (n=599) thus demonstrating workforce commitment to CPD (Brekelmans *et al* 2013) when learning opportunities are offered.

Conclusion

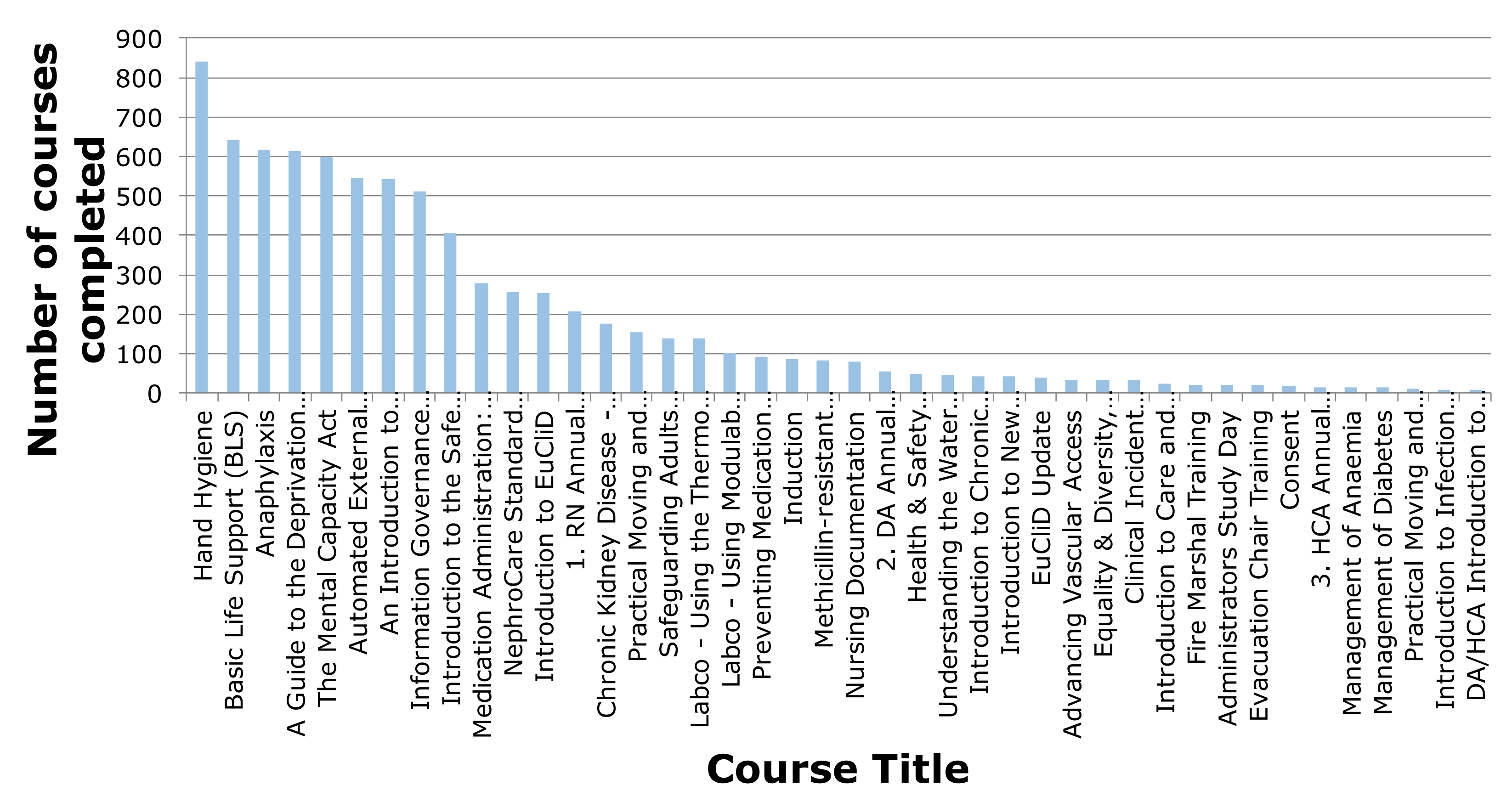
High quality education and training are considered to be essential to delivering excellence in healthcare and necessary to underpin any changes to the way healthcare is delivered (NHS Future Forum 2011). Systems and tools need to be in place as a means of capturing training hours which are not only reliable but provide real time monitoring. The report functionality of the LMS is a useful tool for rapid analysis of training compliance. Assurance that training uptake can be monitored remains critical in promoting high quality, safe patient care and a workforce who maintain their continuous personal professional development and compliance with statutory and mandatory training.

References

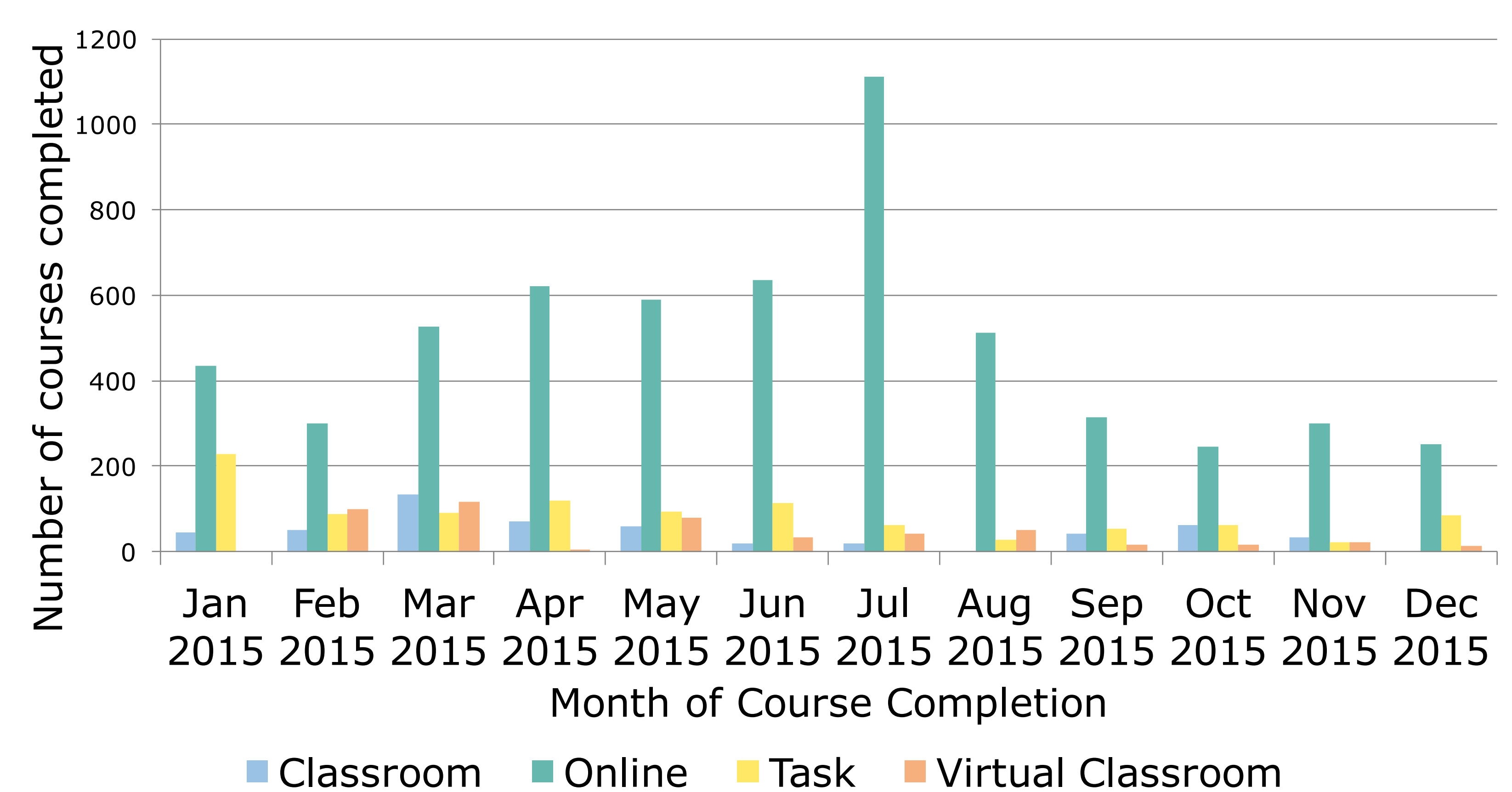
1. Brekelmans, G., Poell, RF, Wijk, KV. (2013) "Factors influencing continuing professional development: A Delphi study among nursing experts", *European Journal of Training and Development*, Vol. 37 Iss: 3, pp.313 - 325
2. NHS Future Forum (2012) *Education and Training: A report from the NHS Future Forum*. London: The Kings Fund.
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Graph 1 Training Courses Completed 2015 by Month & Region/Business Area



Graph 2 Training Courses Completed 2015 by Course Title



Graph 3 Training Courses Completed 2015 by Month & Teaching Method