

Innovative approach to evaluate and address acute care nurse educational needs

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Background

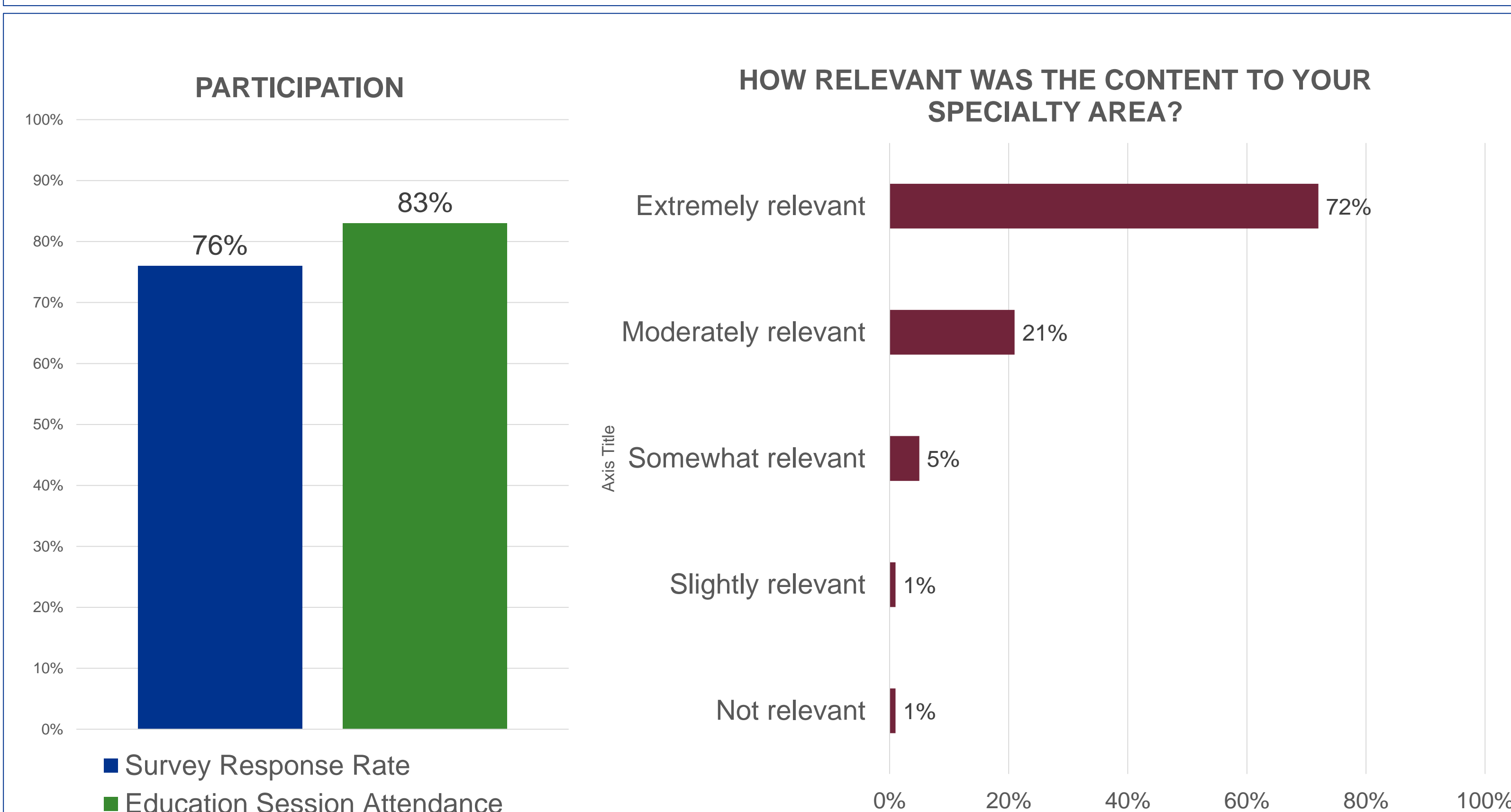
- Nurses report that imprecise assessments of their learning needs may decrease their motivation to participate in continuing education opportunities offered by their employers³.
- Targeted strategies are needed to identify and meet educational needs of acute care nurses¹.
- Using electronic surveys may increase nursing participation in assessments².
- Electronic surveys had been implemented in two Pacific Northwest hospitals with low response rates.
- The need to increase survey response rates to accurately assess educational needs and inform professional development practitioners on nurses' preferences for receiving education.

Purpose

- Describe an innovative electronic approach for obtaining learner buy-in and assessing educational needs of nurses working across numerous specialty areas and roles.

Results

- Using an embedded electronic survey link within an assigned online educational module resulted in 1,966 out of 2,585 (76%) nurses responding.
- The 76% response rate was three-fold higher than previous distribution methods of electronic surveys.
- The survey was a reliable data source for professional development practitioners to develop topics for in-person service line specific Education Sessions (skills fairs).
- Education Session attendance was 83% of all eligible acute care nurses.
- Nurses completed evaluations after Education Sessions, 93% of nurses rated the content as moderately to extremely relevant to their specialty.



Methods

- An NPD and nurse scientist created an electronic learning needs survey and an online learning module on professional practice and need for continuing education to improve practice.
- At the conclusion of the module, the nurse was prompted to respond to the survey before module completion.
- All caregivers with an RN license were assigned the module and given eight weeks to complete it.
- Identified education needs were used to plan Education Sessions and guide new professional development offerings.

Implications for Practice

- Assigning an online learning module to provide education on the value of completing a learning needs assessment with an embedded link to the electronic survey may result in high participation.

For references and contact information, please use the QR code above to view the electronic poster online.