



Evaluation of 2 Years Training Program for Nursing Post-graduating Education: The Taiwan Experience

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Background

Since 2007, the Ministry of Health and Welfare in Taiwan established 2-year post-graduate programs for 14 categories of medical professionals, and provided subsidy to hospital for conducting the training program. All programs are by means of setting levels of core competency, developing relative training effectiveness evaluation, evaluating skills, and appraisal standards.

Fig.1



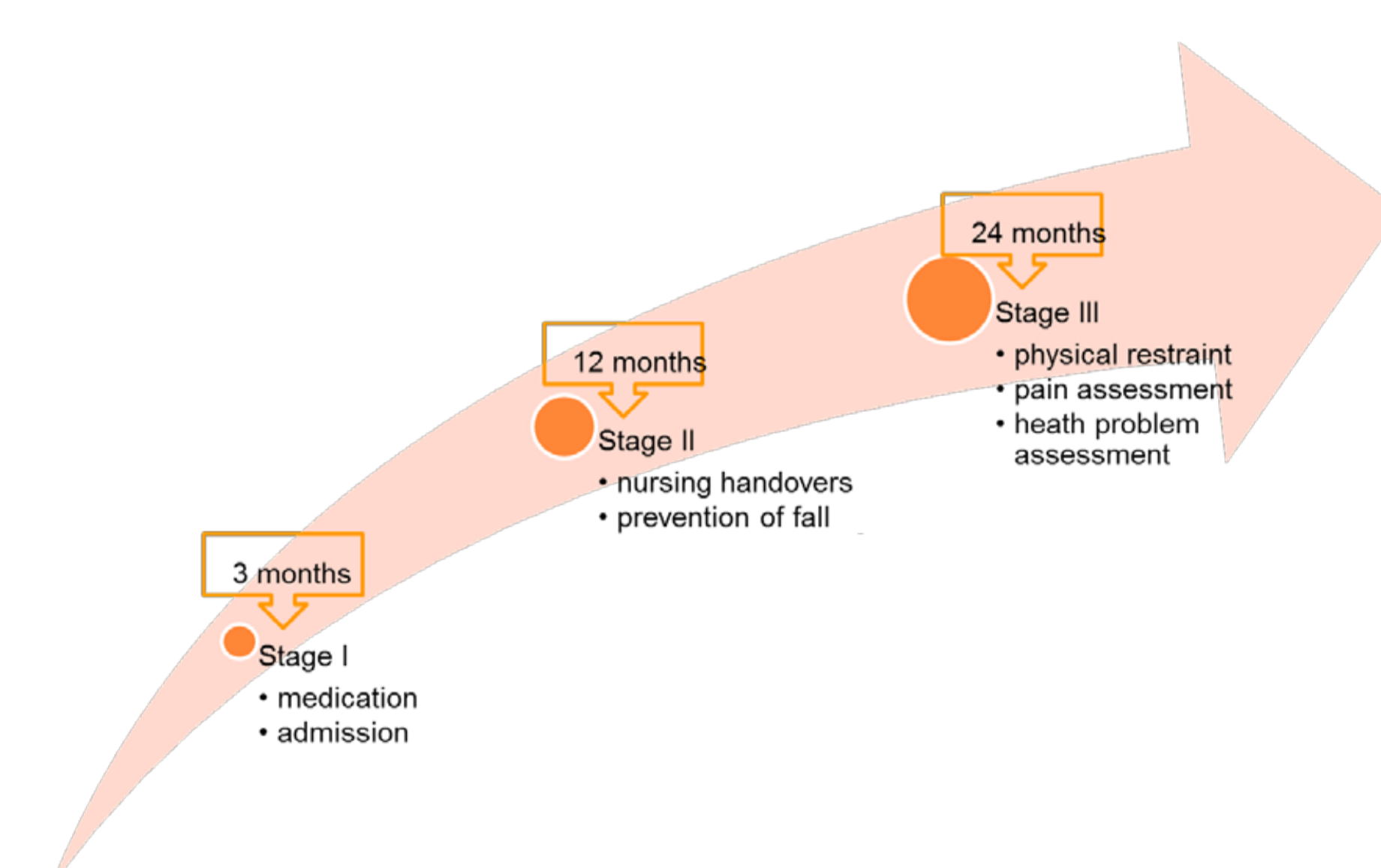
In order to evaluate the performance of training, we chose the nursing program as a pilot project, and investigated whether the trainees can achieve the core competency by utilizing systematic and structural method.

We established six core competencies that nursing trainees should have: patient care, medical knowledge, practice-based learning and improvement, interpersonal and communication skills, professionalism and system-based practice.

Measurement of Improvement

We used the “mini clinical exercise assessments (mini-CEX)” to evaluate the training performance of nursing trainees. There are 7 topics for the assessment following in 3 consecutive training periods within the training program. The 7 topics are medication, admission, nursing handovers, prevention of fall, physical restraint, pain assessment, and health problem assessment. We calculated all the scores with these topics by mini-CEX, and defined it as required nursing ability.

Fig.2

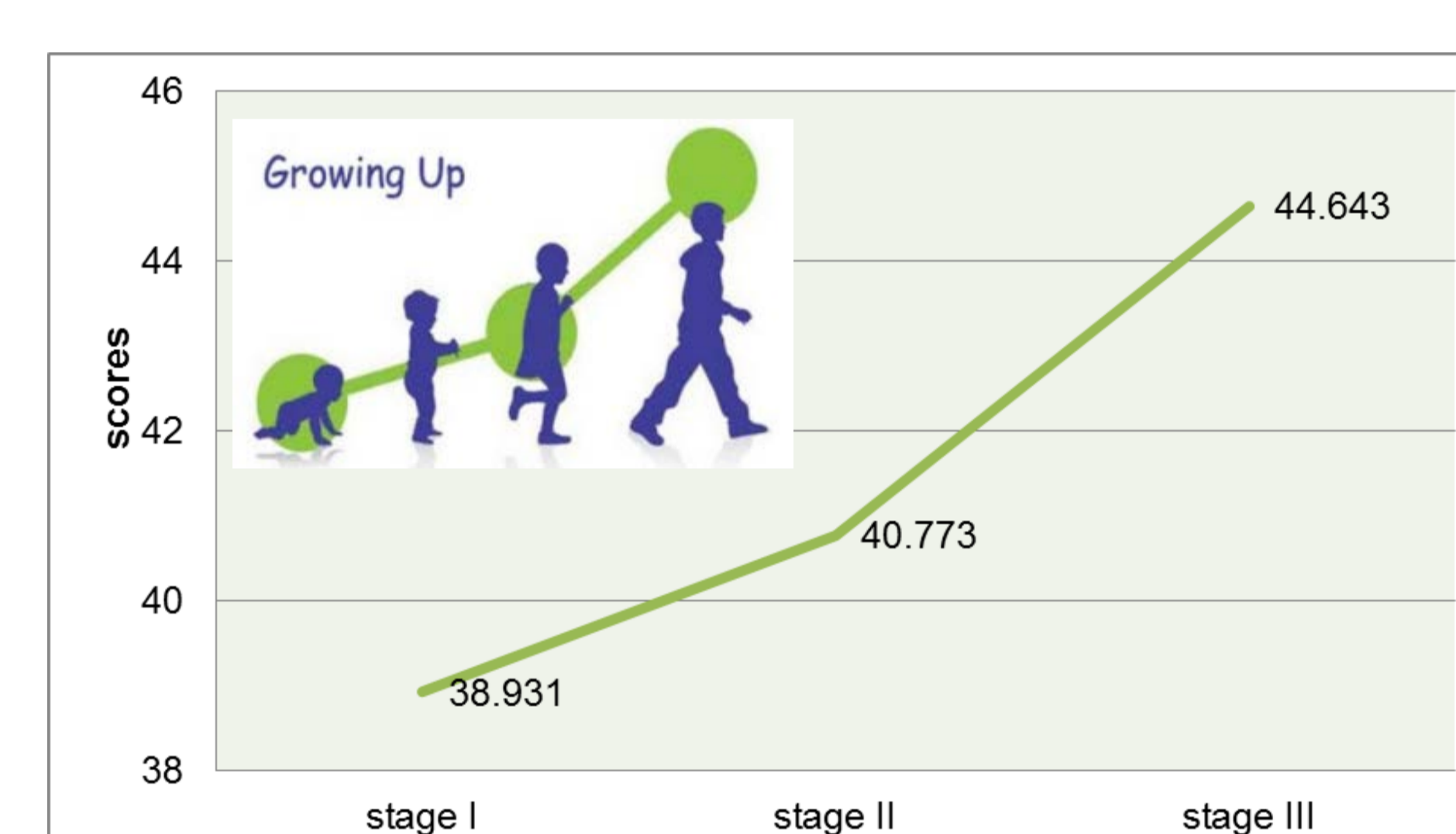


The data were collected from 15 teaching hospitals and 649 nurses who completed 2-year post-graduate program from 2014 to 2017. We chose the statistics model “one-way ANOVA repeated measure” and “post hoc tests” to check if there was significant differences after training.

Summary of Results

The result shows there are significant differences after training ($F=194.543$, $p<0.001$), and getting better for their ability (the scores of mini-CEX is from 38.93 to 44.64, $p<0.001$).

Fig.3



Nursing care is an important clinical process. Through 2-year post-graduate training for nurse, we conclude that this program is definitely beneficial to new trainees. We will continuously assess the effect of program as a reference for the modification of future training program.

Conclusion

1. This course intensifies the establishment of core competency as a reference for arranging training time.
2. In comparison with the methods which senior medical staff trained trainees, the course provides systematic and structural evaluation works.

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