Developing an Educational Program for Vietnamese Nurses Using the ADDIE Model
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Objectives

• First process: Analysis in ADDIE
• Second process: Design in ADDIE
• Third process: Development in ADDIE
• Implementation and evaluation in ADDIE

Conflict of Interest : none
- Objectives
- Method
- Results
- Conclusion and Recommendation
Objectives
- Develop an educational program for nurses working at 6 general hospitals in Vietnam
- Improve competency of hospital nurses
- Consider effective learner-centered instructional methodology
Method
Applying ADDIE for “Competency building of nurses in Central region hospitals.

- Participating nurses include recipients of the Dr. LEE Jong-Wook fellowship

- Professional mentoring and consulting through Development of the Educational program
What is an ADDIE

- Model for Instructional Design
- Analysis, Design, Development, Implementation, and Evaluation
- Overlap and interrelation of phases
- Flexible guideline for developing effective and efficient instruction
Results
Analysis Phase

What is to be learned

- Needs assessment
  - Focused Group Interviews
  - 2 sessions, 2 hospitals
  - Demographic data collected (Oct, 2013)

- Environment Analysis
  - Transition of Disease Patterns, Increase of Trauma Patients
  - Lack of Educational Materials; textbooks, skill-manuals, educational equipment, etc.
– **Learner Analysis**
  - Educational disparity between rural and urban areas
  - More than 85% of hospital nurses: 2 year-degree
  - Have strong desire for further education

– **Identify Educational Resources**
  - Not utilizing Audio-visual methods
  - Very limited access to text-materials
Output of Analysis Phase

– Scope of Education
  ▪ Trauma Nursing Care
  ▪ Maternal-Child Nursing Care
Design Phase

**How it will function**

- **Identify Program Purpose**
  - Build general competency levels of nurses in two areas
- **Strategy to increase the success of participants**
  - Selecting and Training Instructors from among veteran nurses in hospitals
  - Audio-visual methods for more accessible learning
Plan for Educational materials development

- 20 Core Skills for Trauma Nursing Care
- 20 Core Skills for Maternal-Child Nursing Care

Small Group training to overcome language barriers and improve student learning

Pre and Post survey for monitoring progress
Selection of the Two Core Skill Lists

1\textsuperscript{st} step: Categories chosen by Experienced Staff
- Korean nurses working in Vietnam

2\textsuperscript{nd} step: Content Validity Review
- Professional Review by two Korean and Vietnam Doctors participating in the Dr. LEE Jong-Wook Fellowship
- Selecting skills appropriate to the Vietnamese environment
- Delineating Sub-categories

3\textsuperscript{rd} step: Review by Nursing Faculty in Vietnam
Table 1. Classification of Trauma Nursing Core-Skills

<table>
<thead>
<tr>
<th>Category</th>
<th>Sub-Category</th>
<th>List</th>
</tr>
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<tbody>
<tr>
<td>Basic Trauma Nursing Care</td>
<td>Airway Care</td>
<td>Manual Airway Opening</td>
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<td></td>
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<td>Oropharyngeal Airway</td>
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<td>Nasopharyngeal Airway</td>
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<td></td>
<td>Suction</td>
<td>Portable Suction</td>
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<td>Nasal Cannula</td>
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<td>Facial Mask</td>
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<td>Non-rebreather Mask</td>
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<td>Pulse Oximetry</td>
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<td>Bleeding Care</td>
<td>Intravenous line</td>
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<td>Compression</td>
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<td>Tourniquet</td>
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<td>Bandage Care</td>
<td>Roll</td>
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<td>Splint</td>
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<td>Triangle Bandage</td>
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<td></td>
<td>CPR for Adults</td>
<td>CPR Basics for Adults</td>
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<td></td>
<td>Check for Response</td>
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<td></td>
<td>Chest Compression</td>
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<tr>
<td></td>
<td></td>
<td>Open the Airway &amp; Ventilation</td>
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<tr>
<td></td>
<td></td>
<td>Start Cycles of 30:2</td>
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<td></td>
<td></td>
<td>Full Course of 1 Rescuer CPR</td>
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<tr>
<td></td>
<td></td>
<td>Bag-Valve Masking</td>
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<td></td>
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<td>AED</td>
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<tr>
<td></td>
<td>Chocking</td>
<td>Heimlich Maneuver</td>
</tr>
<tr>
<td>Category</td>
<td>Sub-Category</td>
<td>List</td>
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</tr>
</tbody>
</table>
| Maternal Child Nursing Care | Infant Care Nursing Core Skills | Hand Washing  
Vaccination  
Identification  
Bathing  
Bottle feeding  
Diaper change  
Eye care  
Prevention of Bleeding  
Umbilical care  
Monitoring : Temp, Pulse, Resp.  
Measure of Ht, Wt, Head & Chest Circumference  
Respiration Support  
Phototherapy  
Syringe Pump  
Incubator care  
Monitoring : EKG, SpO2, NIBP  
N-G tube feeding  |
| | CPR for Infants | CPR Basics for Infants  
Chest Compression  
Open the Airway & Ventilation  
Practice of 1 Rescuer CPR  
Practice of 2 Rescuer CPR  |
| | Chocking | Back Slaps & Chest Thrusts  |
Output of Design Phase

- 2 Training Lists of Core-skills
  - Basic Trauma Nursing Care
  - Maternal-Child Nursing Care

- Accessible Teaching and Learning Methods
  - Audio-visual instruction of Core skills
  - Small Group Practice
1st Step

- Training of Trainers
  - Duration: 1 week
  - Instructors: 7 Professors from Korea and Vietnam
  - Place: A National University in the Central region
  - Participants: 31 veteran nurses from 6 hospitals, divided into 2 teams
2nd Step

- Dissemination Program
  - Duration: 12 weeks
  - Instructors: 31 Trainers, Professors
  - Place: 6 hospitals in two provinces
  - Participant: 50 nurses from each hospital, weekly
  - Pre and Post monitoring for program progress and learner satisfaction
Translation of A-V Script and Manual

- 1\textsuperscript{st} step: Draft Version by Korea Institute of Translation

- 2\textsuperscript{nd} step: Review by two Vietnam Doctors, from Dr. LEE Jong-wook Fellowship in Korea (Jan, 2014)

- 3\textsuperscript{rd} step: Review by Nursing Faculty in Viet Nam (Feb, 2014)
Dubbing of Core Skills DVD

- 1\textsuperscript{st} step: Draft Version by Korea Institute of Translation
- 2\textsuperscript{nd} step: Review by two Vietnam Doctors, from Dr. LEE Jong-wook Fellowship in Korea
- 3\textsuperscript{rd} step: Dubbing by Vietnam Doctors (one female and one male)
Output of Development Phase

- Two Steps in the Training Program
  - Training of Trainers
  - Dissemination Program

- Teaching Material
  - Two Categories of A-V Core skills DVD
  - Two Categories of A-V Core skills Manual
Implementation Phase

- Cooperation with Department of Health
  - Identifying Candidates, Training of Trainers
  - Bachelor degree Requirement
  - Experienced in nursing Practice, Nurse managers
  - Topics for Community-based Health Promotion Support

- Training of Trainers for One week

- Dissemination Program for Twelve weeks
Pilot-test: Feb. 24\textsuperscript{th} ~ 28\textsuperscript{th}, 2014

- Training of Trainers (ToT), utilized the developed DVDs and Manuals
- Response Survey taken from ToT Participants regarding instruction materials (DVDs, Manuals)
- Collected suggestions from Vietnamese program Instructors regarding instruction materials
Dissemination Program March ~ August

- Dissemination Education (Ongoing)
- Subject: 50 nurses/session x 12 weeks x 6 hospitals
- Distribute materials to nurses for two core categories
- Gather Weekly Reports of program
- Pre and Post Survey for participants progress and learner satisfaction of the program
Output of Implementation Phase

– Two Steps in Training Program
  ▪ Training of Trainers (Completed)
  ▪ Dissemination Program (Ongoing)

– Updated Teaching Materials
  ▪ Final Revised Version of A-V Core skills DVDs
  ▪ Final Revised Version of A-V Core skills Manuals
Evaluation Phase

- **Effectiveness of ToT Step**
  - Highly Positive response for utilizing A-V DVDs and small group practice
  - Overall satisfaction was 16% higher than expected (Target: 70%, Result: 86%)
  - Participation Rate was 24% higher than expected (Target: 25 persons, Result: 31 persons)
Conclusions & Recommendations
– Importance of Analyzing cultural differences and maintaining cultural respect
– Assessing needs and encouraging participation in each step of the Program
– On site monitoring and evaluation to guarantee effectiveness of the program