

Background

The Nursing Education team faced barriers in managing the paper CBO checklists that was assigned to newly hired staff as they complete their orientation. The educators, preceptors, employees and managers encountered challenges with completion of the paper CBO checklists. The team wanted to utilize a more advanced technology to streamline the process and maintain orientation checklists. The key stakeholders wanted an opportunity to customize checklist based on the various areas of care.

Additional reasons for converting to an electronic method included:

- Documents were not kept in a central location on unit
- Difficulty obtaining multiple required signatures to complete the sign off process
- Non efficient process for providing documentation during TJC site visit or accreditation surveys and multiple steps to data entry components of the competency validation process

Outcome

Upon completion of this activity the learner will describe barriers and strategies for implementing an electronic learning system..



Barriers

An electronic learning system was selected and we began the process for implementation in our organization. The education team identified multiple challenges that impacted the implementation of the electronic learning system throughout our organization.

- Budget
- Time to review available programs for selection
- Time to learn the system
- Time to develop the curricula with key stakeholders
- Leadership buy-in
- Paper version had to scanned and enter into the new system
- Deadline constraints
- Non clinical project manager
- Lack of training for developers
- Teaching clinical staff (training session)
- Lack of participation due to various reason
- Data import
- Technical support
- End user dissatisfaction with new system
- Initial assessment only one rater or evaluator
- Terminology - preceptor vs rater
- Incompatible browser
- Unit education computer functional

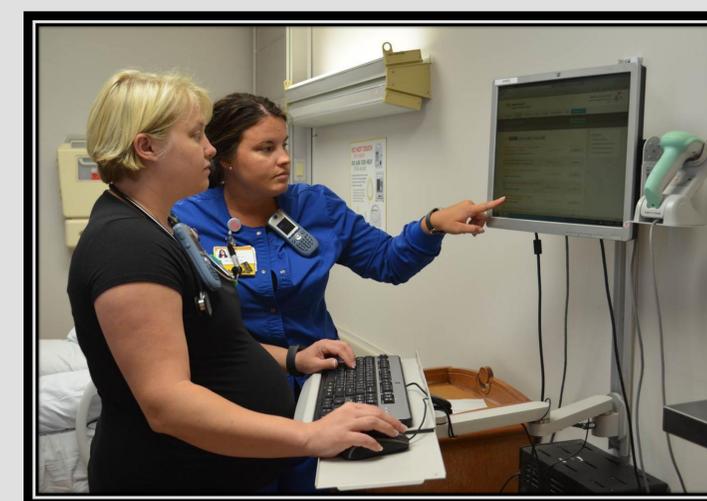
Strategies

Strategies for implementation:

- Buy-in – show why old system was broken and why need for change
- Show and tell
- Networking with other hospitals that had implemented a learning system
- Company support – hands on training
- Buy in from immediate director
- Group work with deadlines for core
- Online modules to train SDI
- Unit specific collaboration
- Pilot on orientation group

Recommendations

When implementing an electronic learning management system, we recommend assigning project managers – clinical and nonclinical. The implementing team will need to be trained on the selected system. There should be a realistic timeline for system implementation. Encourage feedback from the stakeholders.



References

- Levine, J. & Johnson, J. (2014). An organizational competency validation strategy for registered nurses. *Journal for Nurses in Professional Development*, 30(2), 58-65.
- Purvis, S., VanBenBergh, S., Zupanc, T., & Martin, H. (2015). Population-based nursing competency development. *Journal for Nurses in Professional Development*, 31(4), 231-236..