

ABSTRACT

Continued professional education (CPE) is essential for perioperative nurse competency maintenance. Yet, due to the fundamental nature of the perioperative work environment, with its seemingly endless technological advances and limited access to CPE resources, such as time and funding, accessing competency maintenance activities can prove a challenge. Given the potential for significant negative impacts on patients, organizations, employers, educators, and perioperative nurses must work collaboratively to identify a strategy capable of surmounting the underlying challenges. The just-in-time training (JiTT) pedagogical approach respects adult learning principles and possesses characteristics that are well-suited to overcoming recognized barriers. As such, the implementation of JiTT is recommended, as it is an effective strategy to support perioperative nurse continued professional education and in turn, improve patient outcomes.

JUST-IN-TIME TRAINING: A STRATEGY TO SUPPORT PERIOPERATIVE NURSES' CONTINUED PROFESSIONAL EDUCATION

INTRODUCTION

- Technological advances continuously impact the perioperative nurse's scope of practice¹.
- While a career-long commitment to learning is inherent in the profession², accessing the time and resources required to maintain and develop competence can be challenging³.
- The implementation of just-in-time training (JiTT) is an effective strategy to support perioperative nurse continued professional education (CPE) and improve patient outcomes.

BACKGROUND

- CPE: Systematic professional learning experiences that augment knowledge, skills, and attributes⁴.

CPE BARRIERS

- Time; and
- Cost⁵.

POTENTIAL IMPACTS

- Skill decay;
- Patient safety; and
- Job satisfaction⁶⁻⁹.

CPE SUPPORTS

- Allocation of resources by employer/organizations¹⁰; and
- Perioperative Nurse Educators and Nurses working collaboratively to identify learning needs.

DISCUSSION

- The JiTT approach has been identified as an effective strategy to meet the CPE requirements for perioperative nurses.

JiTT

- An educational approach that recognizes adult learning principles;
- Eliminates waste through the timely delivery of focused education; and
- Centers on the learner's specific needs¹¹.

STRENGTHS

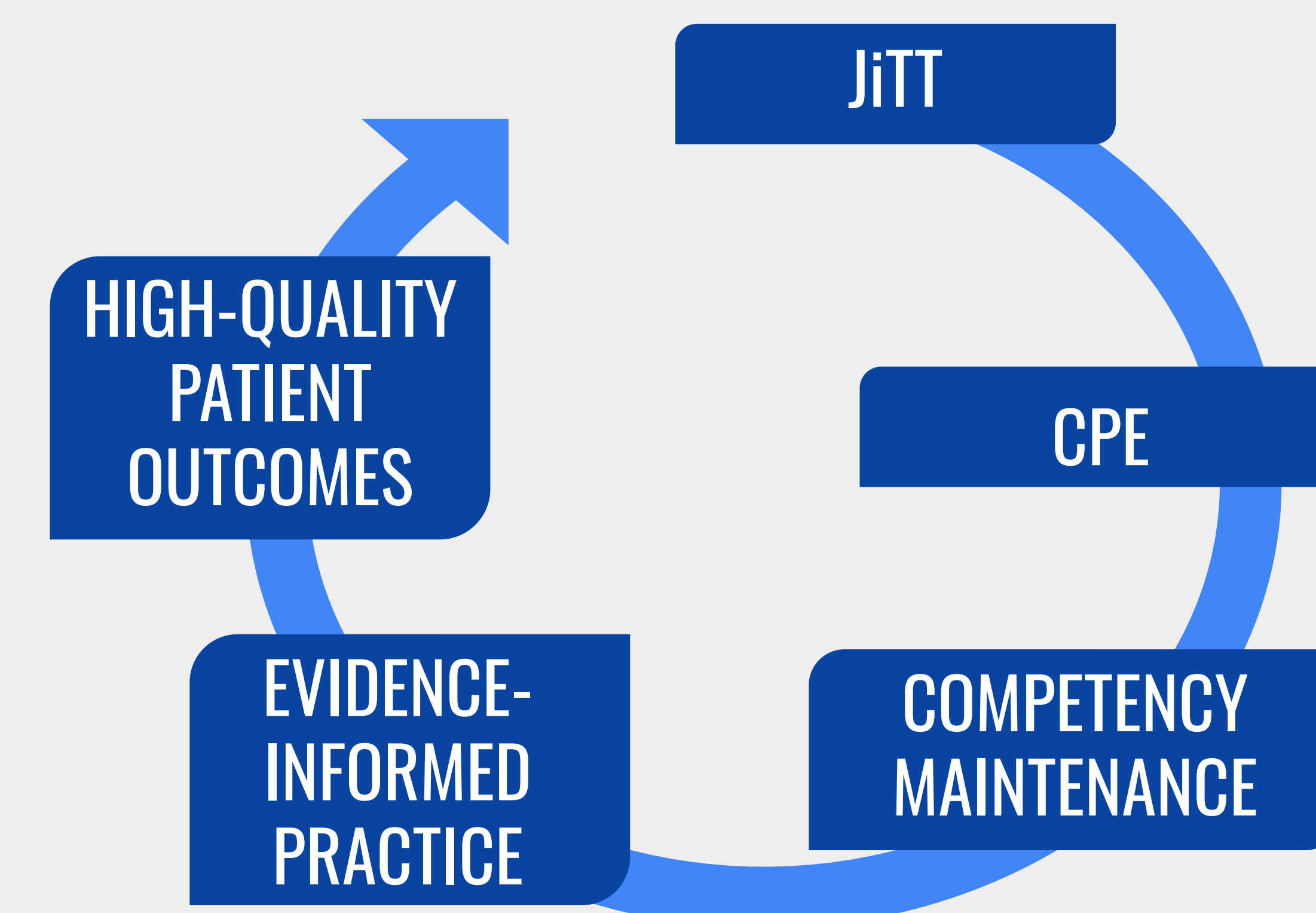
- Well-suited for the clinical setting¹²;
- Accessible external to the healthcare environment;
- Can take many forms, extending its reach:
 - High-tech methods: virtual simulation, mobile device applications, QR Codes; and
 - Low-tech methods: readings, exercises, quizzes¹³⁻¹⁹;
- Reduces cognitive load through targeted learning; and
- Complements pre-existing knowledge²⁰.

CHALLENGES

- Requires a multi-level collaborative effort;
- Negative perceptions regarding the use of mobile devices in the clinical setting;
- Potential need for technical support; and
- Requirement for access to fast, reliable internet^{13,21}.

CONCLUSION

- JiTT is an effective CPE strategy for the perioperative nurse, as it appropriate for the healthcare setting, respects adult learning principles, and is multimodal;
- Barriers to CPE, such as time and cost, can be surmounted by the strategic employment of the JiTT approach;
- CPE facilitates perioperative nurse competency maintenance and enhancement of skills, in turn protecting the public; and
- Given the potential risks to the perioperative nurse and patient, organizations and employers should prioritize CPE in an effort to promote evidence-informed practice and high-quality patient outcomes.



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