An e-learning program to enhance professionals' knowledge.
Aim
To ensure Healthcare professionals’ knowledge on pressure ulcers

Subject
- Pressure Ulcers (PU) prevention and treatment is a challenge for Healthcare professionals
- PU prevention is a priority since 2009 in Lausanne’s university hospital

Context
- Over 9000 workers
- Heterogeneous knowledge and expertise
- Individual consciousness

Goal
Developing an e-Learning program on PU for Healthcare professionals newly hired
Method
Device 2 Steps program

Step A
Awareness and needs assessment

Introduction

1 hour
In presence

Required knowledge

Target audience identification

1st week of employment

- Video to enhance awareness among Healthcare professionals
- Questionnaire on Pressure Ulcers to determine who need training
  - Physiopathology
  - Risk assessment
  - Preventive and therapeutics interventions
Method
Device, 2 Steps program

Step B
Training and final Assessment

Introduction
- 1 hour
- In presence

Training
- ~2.5 hours
- On distance

Remediation
- 1 hour
- In presence

Assessment
- 1 hour
- In presence

Target audience identification
1st week of employment

Training and assessment
3 months’ probation period

- Mandatory training for people who didn’t reach the required level in step 1
- Individual training program
- Final evaluation

Required knowledge
- No
- Yes

Attestation
Yes
No
Result
Success conditions and cost comparison

Context
Financial investment
Critical mass
Technical know-how
Anchorage in the integration process
Consideration / Valorization
Allowing time training

Subject
Evidence-based practice
Suitable for e-learning

Learner
Open minded
Computer skills
Strictness
Autonomy

Tutor
Open minded
Computer skills
Time Investment
(preparation & follow-up)

Cost per approach

K€

0 200 400 600 800 1000 1200 1400 1600

Years

1 2 3 4 5

Classic learning

Classic learning

e-learning

e-learning

Nb of learners : 450/year
Included: Development, time investment for teacher and learners, updates, room.

Year 1 ➔ same cost ➔ 143 K€
Year 5 ➔ gain ➔ 101 K€
Year 10 ➔ gain ➔ 229 K€

Actually, human resources do not permit to train 450 persons/year the classic way.
Conclusion & credits

- The learning system implemented allows updating professionals’ knowledge
- Respect of the professional’s needs
- Individual learning pace
- This innovative e-Learning program should be an efficient device for its ability to focus training efforts on the target audience with learning needs
- It ensures a common understanding for all those involved in the prevention and treatment of PU

Credits

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