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Blended Learning: Integrating an e-Learning Component for Competency Validation

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Blended Learning: Integrating an e-Learning Component for Competency Validation, Mary J Abraham, MA.

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Introduction: Emergency care providers are required to demonstrate competency in the management of life-threatening situation. The care provider's ability to manage an emergency situation depends upon his/her knowledge and skills in basic CPR; and the use of emergency equipment and supplies. The education department at our healthcare facility is responsible for CPR/Emergency Management competency validation of over 2500 employees annually. Historically each employee was scheduled to attend 4 hours of class every year to review the content, complete the post-test and demonstrate skills. It was resource-intensive, time consuming, stressful and often difficult to schedule the 24/7 employees for the sessions.

Purpose: The purpose of this presentation is to share the success of incorporating a web-based learning component for content review, prior to competency validation.

Methods & results: Since technology-based education is known as an effective method to provide flexible learning opportunities, a web-based online learning component was implemented in 2002. After successful completion of the online learning unit and post-test, each employee is scheduled for a one hour session for skill competency validation.

Conclusion: The self-paced education module provides the employees with a flexible learning opportunity at their convenience. The integrated approach is well received by the employees. Implementation of an online learning component helped to reduce time and effort; and resulted in a cost saving of $160,000.00 per year.