Chapter 08 / Capítulo 08

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Technical skills workshop for nurses entering a healthcare institution who graduated in the 2020-2021 period: Proposed intervention in the professional field / Taller de habilidades técnicas para enfermeros que ingresan a una institución de salud egresados en periodo 2020-2021: Propuesta de intervención en el campo profesional

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ABSTRACT

One of the most important aspects of our nursing career is understanding that in order to provide good care to the patient, it is necessary to apply justified knowledge. Nursing thus becomes a continuous learning process where the benefit will always be for the patient. This document presents the development of an intervention project aimed at creating a technical skills workshop for nurses who will be joining a health institution in 2020-2021 at a private clinic in the city of Rosario in September 2024. The intervention consists of a workshop-style activity with the participation of these new nurses and other members of the institution. It will last for one term and will consist of six 2-hour (120-minute) sessions held every two weeks. As a result of this project, it is expected that 83 % of the nurses (6) will have the fundamentals and tools for patient care, since during the pandemic they have had to study virtually and without meetings to consolidate their nursing techniques.

Keywords: Training; Virtuality; Patient; Skills.

RESUMEN

Una de las aristas más importantes en nuestra carrera de enfermería, es entender que para lograr un buen cuidado hacia el sujeto de atención es necesario aplicar conocimientos justificados. Enfermería se convierte de este modo en un aprendizaje continuo donde siempre el beneficio será para el paciente. Este documento presenta el desarrollo de la planificación de un proyecto de intervención que tiene como objetivo la construcción de un taller de habilidades técnicas para enfermeros que ingresan a una institución de salud egresados en periodos 2020-2021 en un sanatorio privado de la ciudad de Rosario en septiembre de 2024. La intervención consiste en una actividad en formato taller con la participación de estos enfermeros ingresantes y con actores pertenecientes a la institución. El mismo tendrá una duración trimestral y contendrá 6 encuentros de 2 horas (120 minutos) de duración y frecuencia quincenal. Como resultado de este proyecto se espera que el 83 % de los enfermeros (6) cuenten con fundamentos y herramientas para la atención del paciente ya que sucedido en el periodo de pandemia han tenido que cursar virtualmente y sin encuentros para afianzar las técnicas de enfermería.

Palabras clave: Capacitación; Virtualidad; Paciente; Habilidades.

INTRODUCTION

This project will be carried out in Rosario, Santa Fe, for a private clinic in the city, as it is essential to have nurses who are well-trained in knowledge and techniques. It consists of creating a technical skills workshop for nurses who are new to the health institution and graduated in the 2020-2021 period.[1,2,3] This workshop will allow this specific group to develop techniques that they have not been able to learn due to the virtual nature of their studies during the pandemic. This document will therefore outline the training deficiencies of technical graduates from universities, why and for what purpose the project is necessary, and the importance of knowledge in the nursing profession.[4]

Since the beginning of 2020, the COVID-19 pandemic has caused significant political, socioeconomic, and cultural changes. Education has not been exempt; the entire face-to-face education system has had to readjust and sustain itself in the virtual world. This meant that many universities suspended classes and clinical practices to limit the spread of the virus. Most professors had to adapt their schedules to teach in this way. Moreover, students had to deal with the difficulties of learning and assimilating experiences in this way. In short, virtual learning led to poor educational quality, limited socialization, limited practice, low motivation, limited understanding of the content, limited self-learning skills, and difficulties connecting to the platforms.[5,6]

In the field of health, it is essential to remember that good nursing training does not depend solely on empirical knowledge. Technical training is also necessary. According to the National University of Rosario, in its 2017 curriculum for the intermediate nursing degree, the program is divided into two cycles, grouping content into the professional, biological, and socio-humanistic areas. In the first academic year, four fundamental concepts are developed: care, subject, context, and health.[7,8] From the second to the fourth year, nursing care is taught in different areas of care, both individual (children, adolescents, young adults, older adults) and collective (mental health). It is imperative to emphasize that during the third year, practical training is conducted in health and illness settings. These practical training sessions are important because they allow trainee nurses to visualize and reflect on care, the organization of our health system, and the relationships that can be formed.[9]

METHOD

To format this project in terms of actions, the activities related to it must be defined. These six new nurses will be on a three-month trial period under an employment contract. Therefore, to organize their workday effectively, they will be assigned to the general duty sector alongside the duty coordinators.

The purpose is for them to familiarize themselves with the ward (physical layout), learn how it operates, and understand the institutional objectives.

The parameters on which this technical skills workshop will focus are as follows:

- Knowledge and skills for monitoring vital signs.
- Knowledge and skills for peripheral venous access placement.
- Knowledge and skills for bladder catheterization.

Workshops will be held every two weeks, taking into account the schedules of new staff, as three nurses will work from 6 a.m. to 2 p.m. and the remaining three from 2 p.m. to 10 p.m. The workshops will therefore be held from 2 p.m. to 4 p.m., lasting 2 hours per session.

There will be two meetings per month for three months, each lasting 2 hours (120 minutes). The workshops will be held on the first and third Monday of each month from 2:00 p.m. to 4:00 p.m. The venue will be the central auditorium on the first floor (SUM) of the downtown hospital in Rosario.

The hours worked by nurses who attend after their workday, as well as by other institutional actors, will be considered overtime that may be remunerated or returned through franchises.

The first meeting is essential as it will include a formal presentation of the workshop and basic concepts, and the informed consent form will be handed out. After that, participants will complete a questionnaire with 20 open-ended questions on the parameters mentioned above.

During the following meetings, the head of the Nursing Department, together with the General Duty Coordinator and the author of the project, will participate in the first 60 minutes of the workshop, during which they will provide an in-depth account of the topics to be discussed through a series of PowerPoint slides. (theory)

A 15-minute break is scheduled (3:00 p.m. to 3:15 p.m.) where attendees can rest and chat.

Over the next 45 minutes, the general duty coordinator will teach the practical part using cabinets, mannequins, and the necessary instruments, following the technique taught in the workshop.

For operational and precise organization, a calendar is established so that these nurses are aware of the meetings and know in advance the material to be covered, which will be provided in advance to facilitate reading.

Table 1. Schedule of activities

Group	Meeting	Time	Activity
New nurses (6)	First Monday of the month	2:00 p.m. to 4:00 p.m.	Workshop presentation
	Third Monday of the month	2:00 p.m. to 4:00 p.m.	Activity: Vital Signs Check
	First Monday of the month	2:00 p.m. to 4:00 p.m.	Activity: Peripheral Venous Access
	Third Monday of the month	2:00 p.m. to 4:00 p.m.	Activity: Bladder catheterization
	First Monday of the month	2:00 p.m. to 4:00 p.m.	Activity: Bladder catheter placement
	Third Monday of the month	2:00 p.m. to 4:00 p.m.	Practical simulation with prepared cabinets and mannequins End of activity

The steps to be taken to set up the project are as follows:

A meeting will be held seven days prior to the start of the technical skills workshop with the head of the department, general duty coordinator, human resources, the institution's teaching committee, and the author of the project development. The meeting will last 2 hours and will be held in person or virtually to present the bibliographic material on which the project will be based, its duration, the selected personnel, the rules and regulations, and how the selected personnel will be evaluated.

Determination of necessary resources

The following necessary resources will be considered:

Human Resources

- Head of the Nursing Department.
- General Duty Coordinators (previously trained to deliver the training).
- Human resources staff.
- Institutional Teaching Committee.

Material Resources

- Infrastructure: Central auditorium (SUM) (prior authorization requested via letter to medical management).
- 6 paper questionnaires (one for each participating nurse).
- 6 reading notes with technical skills content.
- Multimedia projector for PowerPoint slide presentations.
- 1 computer.
- Refreshments for the six training sessions.
- Simulator materials: 6 blood pressure monitors and thermometers, a peripheral venous access placement simulator, bladder catheterization materials, and three simulator dolls.

Financial resources

- Funded with resources provided by the institution itself.

RESULTS

Through this intervention project, it is expected that 83 % of nurses (6) will participate in the workshop and increase their knowledge of the parameters mentioned above.

This result includes several expected items to be fulfilled:

- Participate in a space for socialization, experiences, and knowledge.
- Identify the techniques and skills necessary for working together with patients.
- Build and substantiate nursing care through the tools provided in the workshop

The following indicators will be used for the specific assessment of the project:

- Percentage of workshop attendance: 83 %, with five mandatory in-person classes to be considered a successful workshop.
- Comparison of responses between the initial questionnaire and checklists reviewed for use.

External factors affecting the achievement of results

The following external factors may condition this intervention project:

- Lack of interest among nurses in participating in the project.

- Disapproval of the head of the Nursing Department for the implementation of the workshop: it is proposed to hold preliminary meetings with the head of the nursing department so that they are aware of the operational issues of the project and the information that will be provided.
- Disapproval by General Duty Coordinators: this may be due to the extra hours they will have to spend at the institution. Holding preliminary meetings to discuss organization and schedules will make it easier for everyone involved to organize their agendas.
- Refusal by the Finance Department to carry out the project: important issues must be anticipated so that the workshop supplies can be financed without any problems. A practical way to do this is to compile a list of the materials to be used.

CONCLUSIONS

A direct assessment will be carried out prior to the start of the workshop for the six new nurses using a data collection tool with 20 open questions, divided into three parameters: vital signs, peripheral venous access, and urinary catheter. The project will be implemented over a period of three months, and the second post-test evaluation will be conducted at the sixth meeting using the cabinet and technical skills simulator and checklists reviewed by experts, both of which focus on the aforementioned parameters.

Attendance at the workshop will be recorded in an attendance list kept by human resources personnel during the six scheduled meetings. Attendance at a minimum of 5 of the six meetings by the six nurses is considered satisfactory for the first edition of the intervention.

Comparison of responses between the questionnaire at the beginning and end of the workshop: a diagnostic questionnaire will be administered at the beginning of the workshop, and a final evaluation will be conducted by the project author, who will administer checklists at the end of the sixth meeting to the new nurses who agreed to participate in the workshop.

Using data from the checklist, a bar chart will be created to show whether the nurse applied the knowledge gained to the parameters mentioned, considering the criteria and the mode of approval (10: outstandingly competent or 6: not approved).

A satisfactory result for the first edition of the intervention will be considered if the new staff members test positive on the following parameters:

- The participant applies the knowledge learned from the checklists and skills lab practice.
- The participant applies and can justify the techniques learned in the skills lab.
- The participant recognizes positive changes in their knowledge from the beginning of the workshop and the need for continuous training.

The questionnaire will be given to each of the new nurses (6) with the corresponding explanation and purpose. It consists of 20 open-ended questions. An informed consent form will also be provided to authorize the nurses' participation and inform them of key points of the intervention. In the sixth meeting, validated checklists will be used to assess manual skills (vital signs, peripheral venous access, bladder catheterization).

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FINANCING

None.

CONFLICT OF INTEREST

None.

AUTHORSHIP CONTRIBUTION

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