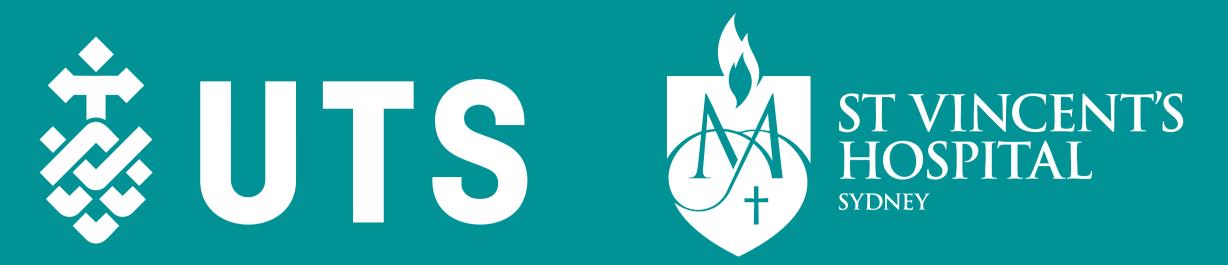
INTENSIVE CARE UPSKILL PROGRAMS DURING SURGE EVENTS: ARE THEY FIT FOR PURPOSE?

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1. Background

During the recent pandemic, intensive care educators were tasked with designing impromptu training programs to facilitate the rapid upskilling of nurses to enable workforce expansion. At the time, evaluation of these programs was limited. A retrospective examination via established pedagogical frameworks can generate insights to inform future surge capacity planning.

2. Objective

To examine the structure, process and outcomes of impromptu intensive care nurse training programs.

3. Methods

Participants were recruited from a national sample of intensive care clinical nurse educators and specialists who facilitated upskill intensive care nurse training programs.

Semi-structured interviews were conducted with participants (n=18) and data were analysed using deductive content analysis, employing Donabedian's quality framework as the theoretical lens for analytical interpretation.

4. Results



5. Conclusion

Upskill training was necessary to expedite the skill enhancement of nursing staff and support intensive care workforce capacity expansion during recent surge events. This study identified that training programs must have clearly defined outcomes and be tailored to their intended purpose to ensure appropriate skill development. Without specific objectives, appropriate design, and evaluations of effectiveness, resources may be wasted, and workforce needs not addressed.



The authors would like to thank and acknowledge The Australian and New Zealand Intensive Care Foundation Professional Development Scholarship which contributed to the dissemination of this research.



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